

331.21 Wages and fringe
Liwib benefits in
1991 Montana's private
sector by
occupational
classification

Montana



Wages AND
Fringe Benefits

Statewide
and
Regional
Information

STATE DOCUMENTS COLLECTION

JAN 21 1992

MONTANA STATE LIBRARY
1515 E. 6th AVE.
HELENA, MONTANA 59620

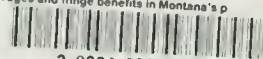
Wages and Fringe Benefits

In Montana's Private Sector

By Occupational Classification

PLEASE RETURN

Published October 1991 by the
Montana Department of Labor and Industry



The Montana Department of Labor and Industry's Job Service Division maintains 23 local Job Service Offices in Montana. You are invited to call on any of them for assistance in filling positions in your organization, obtaining labor market information, and for receiving other services in connection with your employment needs.

LOCAL JOB SERVICE OFFICE LISTING

ANACONDA

307 East Park
Anaconda, MT 59711
(563-3444)

GLASGOW

238 2nd Ave. S.
Glasgow, MT 59230
(228-9369)

FLATHEAD

427 1st Ave. E.
Kalispell, MT 59901
(752-5627)

POLSON

417 Main St.
P.O. Box 970
Polson, MT 59860
(883-5261)

BILLINGS

624 N. 24th St. (Main)
1425 Broadwater (Satellite)
Billings, MT 59101
(248-7371)Main
(259-5529)Satellite

GLENDAVE

211 S. Kendrick
Glendive, MT 59330
(365-3314)

LEWISTOWN

300 1st Ave. N.
Lewistown, MT 59457
(538-8701)

SHELBY

402 1st St. S.
Shelby, MT 59474
(434-5161)

BOZEMAN

121 N. Willson
Bozeman, MT 59715
(586-5455)

GREAT FALLS

1018 7th St. S.
Great Falls, MT 59405
(761-1730)

LINCOLN COUNTY

317 Mineral Ave.
Libby, MT 59923
(293-6282)

SIDNEY

120 S. Central
Sidney, MT 59270
(482-1204)

BUTTE

206 W. Granite
P.O. Box 309
Program Office
Butte, MT 59703
(782-0417)Granite
(782-9115)Pgr.Off.

HAMILTON

333 Main St.
P.O. Box 73
Hamilton, MT 59840
(363-1822)

LIVINGSTON

228 S. Main
P.O. Box 1199
Livingston, MT 59047
(222-0520)

THOMPSON FALLS

608 Main St.
P.O. Box 669
Thompson Falls, MT 59873
(827-3472)

CUT BANK

20 S. Central
Cut Bank, MT 59427
(873-2191)

HAVRE

416 1st St.
Havre, MT 59501
(265-5847)

MILES CITY

12 N. 10th St.
P.O. Box 1786
Miles City, MT 59301
(232-1316)

WOLF POINT

217 3rd Ave. S.
Wolf Point, MT 59201
(653-1720)

DILLON

730 N. Montana
P.O. Box 1300
Dillon, MT 59725
(683-4259)

HELENA

715 Front St.
Helena, MT 59601
(449-6006)

MISSOULA

539 S. 3rd St. W.
P.O. Box 5027
Missoula, MT 59806
(728-7060)

Wages and Fringe Benefits In Montana's Private Sector By Occupational Classification

Statewide and Regional Information

Published October 1991

State of Montana
Stan Stephens, Governor

Department of Labor & Industry
Mike Micone, Commissioner



For more information, contact:

Bob Rafferty, Chief
Research & Analysis Bureau
Department of Labor & Industry
P.O. Box 1728
Helena, Montana 59624
Phone (406) 444-2430



Table of Contents

Introduction	1
About the Survey	2
General Analysis of Survey Data	4
Interpretation of Wage Data	5
Non-Hourly Wage Information	7
Wage Information by Occupational Classification (Listed Alphabetically by Occupation)	
Statewide	8
Region 1 (Flathead, Lake, Lincoln and Sanders Counties)	39
Region 2 (Mineral, Missoula and Ravalli Counties)	51
Region 3 (Beaverhead, Deer Lodge, Granite, Madison, Powell and Silverbow Counties)	64
Region 4 (Blaine, Cascade, Choteau, Glacier, Hill, Liberty, Pondera, Teton and Toole Counties).....	72
Region 5 (Broadwater, Jefferson, Meagher, and Lewis & Clark Counties).....	84
Region 6 (Gallatin, Park and Sweet Grass Counties)	93
Region 7 (Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum and Wheatland Counties)	103
Region 8 (Big Horn, Carbon, Rosebud, Stillwater, Treasure and Yellowstone Counties)	110
Region 9 (Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan and Valley Counties)	124
Region 10 (Carter, Custer, Dawson, Fallon, Powder River, Prairie and Wibaux Counties)	133
Fringe Benefit Information (Statewide Only)	
Company Benefits/Bonuses	141
Number of Weeks Paid Vacation.....	142
Days of Paid Holidays per Year	143
Days of Sick Leave per Year	144
Days of Maternity Leave per Year	145
Cost of Company Fringe Benefit Packages	146
Union Information.....	146
Who Pays the Cost of Company Benefit Programs.....	147
Basis for Wage and Salary Increases	148
Frequency of Wage and Salary Adjustment.....	148
Basic Work Week for Full-Time Employees	149
Appendix	
Wage Conversion Table.....	151
Sample Wage Survey Form	153
Sample Fringe Benefit Survey Form	154

Introduction

Occupational wage and fringe benefit information is much sought after in Montana because of its usefulness in business, educational, and personal career planning:

- Montana employers use this information in determining the wages and benefits they offer their employees.
- Out-of-state firms want to know what they would need to pay employees if they were to locate in Montana.
- Educational planners find the information useful in planning curriculums.
- School counselors make use of it in career counseling.
- Individuals want to know how much they should expect to be paid within specific occupations.

This publication contains wage and fringe benefit information pertaining to private employers. (1) Wage information has been compiled for 10 regions within the state—as well as for the state as a whole. It is presented alphabetically by occupation within each of the 11 listings. (2) Fringe benefit information is statewide only.

Corresponding information reported by public employers will be included in a separate publication.

Please note:

- **Non-agricultural wage rates contained in this publication meet alien certification criteria. However, wage rates are periodically updated, and a local Job Service office should be contacted for the most recent rate information before any wage rate is used for alien certification purposes.**
- **Wages in this publication are intended for information and planning purposes only, and are NOT to be used as prevailing wage rates. If you need prevailing wage rates for public works contracts, please contact personnel at:**

The Employment Relations Division
Montana Department of Labor & Industry
P.O. Box 1728
Helena, MT 59624
(406) 444-5600

A sincere thank you is extended to: The many employers across Montana who took part in this survey; the Montana Department of Labor and Industry's Job Service Division; the Job Training Partnership Act (JTPA) program in Montana; the Montana State Occupational Information Coordinating Committee (SOICC); and all past-and-present Research and Analysis Bureau staff who helped with this massive, and at times overwhelming, project.

About the Survey

Statewide and Regional Data

A previous wage-and-fringe benefit publication published by the Montana Department of Labor and Industry's Research and Analysis Bureau in 1986 presented statewide-only data drawn from a stratified sample. This publication presents both statewide and area information, by occupation, collected from a 100-percent canvas of Montana's private employers covered by unemployment insurance. The only exceptions: 1.) Agricultural employers were not surveyed because selected agricultural wage rates are already provided through an agriculture wage survey conducted by the bureau. 2.) Construction employers were excluded because construction wages are determined through a prevailing wage survey, also conducted by the bureau.

(Please note: Wages included in this publication are intended for information and planning purposes only, and are not to be used as prevailing wage rates, which are wage rates that Montana law requires must be met or exceeded by employers with public works contracts. Official prevailing wage rates must be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices.)

Two-Part Survey

The survey measured wage-and-benefit information for the week of Sept. 12, 1990. It was made up of two parts:

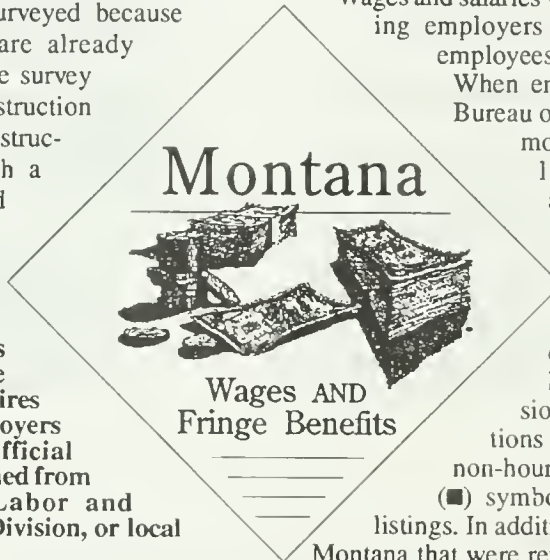
1.) The wage part of the survey involved sending survey packets to employers listing most of the common occupations

found within employers' specific industries—along with blank survey forms for occupations that were not listed. Each employer was asked to list the number of employees within each occupation; the actual hourly wage, or salary, that each employee earned during the week of Sept. 12, 1990; the entry level wage paid for each occupation; and the number of hours worked in a normal work week. (See sample wage survey form on page 153.)

Wages and salaries were converted to hourly rates by reporting employers based on the number of hours that employees would normally work during the week. When employers didn't make the conversions, Bureau of Research and Analysis staff converted monthly rates to an hourly rate by using 173.333 hours per month—and converted annual salaries to an hourly rate by using 2,080 hours per year. Wage conversion tables are included on pages 151 and 152 of this publication.

Some Montana workers, of course, receive pay that is not based on hours worked—but on sales commissions, per-unit production, etc. Occupations where workers are sometimes paid on a non-hourly basis are marked with a filled square (■) symbol in the statewide and regional wage listings. In addition, wage rates for the 19 occupations in Montana that were reported most often paid on a non-hourly basis are described on page 7 of this publication.

2.) Benefits questionnaires asked employers about the benefits they provide to their employees. Employers were asked who pays the cost of benefits, how many hours are worked in a basic work week, criteria for awarding wage and salary increases, the frequency of salary adjustments, and the



number of weeks per year of paid vacation. (See sample fringe benefits survey form on page 154.)

Among the fringe benefits mentioned by surveyed employers were employee discounts ranging from 10 to 50 percent, profit sharing, free child care, maternity leaves for both males and females, and room and board. Employers said they gave Christmas bonuses of turkeys, gifts, gift certificates, and cash gifts ranging from \$25 to \$100. One organization gave bonuses at Christmas and in June.

Shift premiums ranged from 10 cents an hour to 50 cents an hour. Some employers gave shift premiums on Sundays or for night shifts.

When asked what wage and salary increases were based on, employers mentioned business climate, availability of funding, legislative fund appropriation, changes in minimum wage, and production incentives.

Survey Response

Over half of the employers responded to the survey statewide—and, of the 10 regions surveyed within the state, only one fell slightly below a 50-percent response rate.

Data Confidentiality

As with all other bureau surveys, information provided by employers was kept confidential. Consequently, some data was not published in order to protect the identity of individual employers. Data was considered to be non-publishable when:

- 1.) One firm had over 80 percent of the employment within an occupation;
- 2.) There were fewer than three firms reporting an occupation;
- 3.) Three firms reported an occupation, but fewer than four employees were employed within that particular occupation;
- 4.) Survey forms were not signed; or
- 5.) A firm requested that data not be published.

Comments and Suggestions Welcomed

The Department's 1986 wage-and-benefit survey publication included statewide-only information pertaining to 443 published occupations. This report includes statewide **and** regional information pertaining to 690 occupations.

As always, the Department's Research and Analysis Bureau welcomes questions, comments and suggestions from the public: For instance, do you like information about lots of occupations—or would you prefer fewer occupations surveyed in more detail? Do you like regional wage-and-benefit information—or would you be just as satisfied with statewide-only data? Is there wage-and-benefit information that you would like to see included in future publications? Do you have questions about information included in this publication? **Please contact us at:**

The Research and Analysis Bureau
Montana Department of Labor and Industry
P.O. Box 1728
Helena, MT 59624
Phone: (406) 444-2430

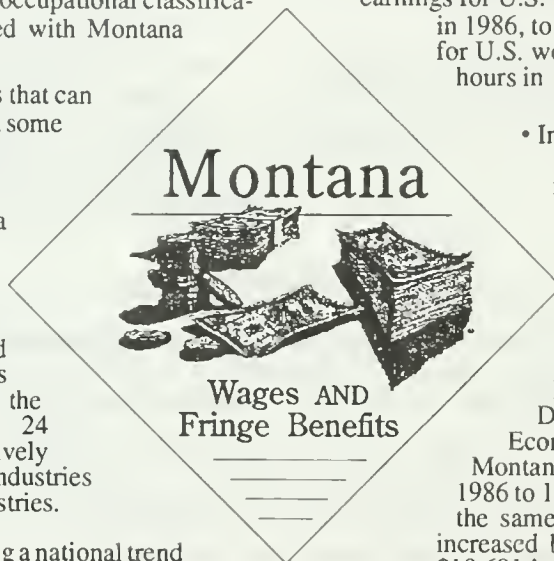
General Analysis of Survey Data

Wage and fringe benefit comparisons are difficult to make because surveys and studies rarely match up well enough to be compared on an equal basis. A 1986 state study, for instance, produced statewide-only data drawn from a stratified sample—and cannot accurately be compared with data published in this publication, which includes statewide and regional information collected from a more extensive survey of private employers in Montana. Likewise, national wage-and-benefit information has been derived from studies that do not align well enough in terms of methodology, occupational classifications and time frames to be compared with Montana wage-and-benefit information.

There are some general observations that can be made, however, that seem to support some national labor market trends:

- Montana appears to be following a national economic trend of employment growth in service-producing industries. The 24 occupations with the most reported workers accounted for 51 percent of all the workers reported by employers during the 1990 survey—and all of the 24 occupations are almost exclusively found in service-producing industries rather than goods-producing industries.
- Montana also seems to be following a national trend toward more part-time employment. Although a statistically valid comparison cannot be made between the two wage-and-benefit surveys, private employers reported significantly more employment in workweeks of fewer than 40 hours in 1990 than in 1986. This appears to be supported by data from the monthly Current Employment Statistics survey of private, non-agricultural

production workers conducted by the Research and Analysis Bureau. From 1986 to 1991, average hourly earnings for Montanans increased—while the average hours worked during each week declined slightly. Specifically, average hourly earnings for Montana workers increased by 47 cents from \$8.72 in 1986, to \$9.19 in 1990. Average weekly hours worked by Montanans declined by 0.9 hours from 33.5 hours in 1986, to 32.6 hours in 1990. Comparable national Current Employment Statistics data shows that average hourly earnings for U.S. workers increased by \$1.26 from \$8.76 in 1986, to \$10.02 in 1990. Average weekly hours for U.S. workers declined by 0.3 hours from 34.8 hours in 1986, to 34.5 hours in 1990.



- In addition, although per capita income levels are lower in Montana than in the nation as a whole, it appears that recent per capita income gains for the state are comparable with national gains. Because it is not possible to definitively compare data from different wage surveys, per capita personal income information is sometimes used to get a feel for Montana's wage picture. U.S. Department of Commerce Bureau of Economic Analysis data shows that Montana per capita income rose by \$3,489 from 1986 to 1990—from \$11,781 to \$15,270. During the same time period, U.S. per capita income increased by \$4,037—from \$14,654 in 1986, to \$18,691 in 1990.

Of course, inflation and changing tax structures have an important impact on both Current Employment Statistics and Bureau of Economic Analysis wage and income data, and must be taken into consideration when making any wage or income comparisons.

Interpretation of Wage Data

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(851.383-010)	IRRIGATION SYSTEM INSTALLER	10	6.88	7.00	5.00 - 9.00	NA	NA NA
(382.664-010) ● ■	JANITOR	1,194	5.11	5.00	4.25 - 5.38	4.92	1.44 - 13.52
(381.137-010) ●	JANITORIAL SERVICES SUPERVISOR	32	6.88	6.25	5.05 - 7.87	8.25	4.50 - 11.93
(700.281-010)	JEWELER	10	6.89	6.42	6.00 - 7.75	5.10	4.00 - 6.00

Listed Alphabetically by Occupation

For the convenience of those using this publication, occupations are listed alphabetically within the statewide and 10 regional sections.

Information from Left to Right

Information presented from left to right includes:

D.O.T. Code: An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category that an occupation belongs to:

- 0/1 Professional, technical and managerial occupations
- 2 Clerical and sales occupations
- 3 Service occupations
- 4 Agricultural, fishery, forestry and related occupations
- 5 Processing occupations
- 6 Machine trades occupations
- 7 Benchwork occupations
- 8 Structural work occupations
- 9 Miscellaneous occupations

Occupation: The name of an occupation.

☐ Workers in occupations preceded by a filled circle (●) are required by law to be paid prevailing wage rates when they are involved with public works contracts. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state.

These rates can be obtained from the Department's Employment Relations Division—or local Job Service offices.

☐ Workers in occupations preceded by a filled square (■) are sometimes paid on a non-hourly basis. (Non-hourly wage information begins on page 7, along with information about the 19 occupations that are most commonly paid on a non-hourly basis in Montana.)

Number of Employees: The number of workers reported within each occupation during the survey.

Weighted Average: Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then these products are added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

Median: The wage rate that divides the wage distribution into two equal parts. Half the reported wages fall above the median rate and half fall below it.

Middle Range: Includes the second and third quartiles of the sample distribution, or the middle 50 percent of the sample. Therefore, 25 percent of the wages are below the low end of the range, and 25 percent are above the high end of the range.

Entry Level Average Wage: Represents the average wage paid to those workers who meet the basic qualifications for the job, but who need additional on-the-job training and supervision before they are considered "journeymen" or "experienced" workers. The entry level average hourly wage may not be representative of the occupational sample due to the fact that many firms who provide wage information for experienced workers do not also provide entry level wage data.

Entry Level Wage Range: Shows the lowest and the highest entry level wages that were reported for each occupation.

Distribution of Employment Within Wage Ranges

Information on the numbers of workers within each occupation being paid within specific wage ranges is not included in this publication because of space limitations. However, distribution of employment information is available, and can be obtained by contacting the Research and Analysis Bureau.

Unusually High or Low Wage Ranges

High or low wage ranges can be misleading. Sometimes an employer pays a worker on a contract basis to get a specific

task accomplished. When that payment is converted to an hourly wage, it can translate into a very high, or a very low hourly wage rate. In one instance, a worker might be paid \$600 a month to clean an office building. If he/she worked 200 hours to fulfill the contract, the hourly wage would translate to \$3 a hour. In another instance, a worker might be paid \$200 a month to do bookkeeping for a business. If he/she worked 10 hours to complete the work, it would translate to a \$20-an-hour wage.

Non-Hourly Wage Rates

Some Montana workers are not paid by the hour. Private employers who responded to the survey reported that they paid over 2,700 workers on a non-hourly basis. Of these non-hourly workers, about 60 percent worked in five Montana industries. Specifically, 588 non-hourly workers were reported in **Trucking, Except Local** (SIC 4213); 344 in **Logging** (SIC 2411); 299 in **Motor Vehicle Dealers (New & Used)** (SIC 5511); 262 in **Beauty Shops** (SIC 7231); and 138 in **Local Trucking Without Storage** (SIC 4212).

Nineteen occupations accounted for about 80 percent of all non-hourly wage rates that employers reported paying. Listed in descending order according to the number of non-hourly workers reported, non-hourly workers in the following occupations were paid accordingly:

Tractor Trailer Drivers (DOT 904.383-010)—Paid by the mile (\$.078/mile—\$.225/mile); commission or percent of gross (18—30%); or an hourly rate, plus mileage. Non-hourly drivers were concentrated in the trucking industry.

Salesperson (DOT 279.357-054)—Paid commissions ranging from 20 to 30 percent. Surveyed employers reported that most non-hourly salespeople worked in Montana's **Automotive Dealers & Gasoline Service Stations** industry.

Hairstylist (DOT 332.271-018)—Paid commissions ranging from 50 to 70 percent.

Sales Representative (DOT 254.357-014)—Paid primarily by commissions that ranged from 20 to 30 percent.

Timber Faller (DOT 454.384-010)—Paid by the log (\$.75—\$2.00/log); by the tree (\$.50—\$3.00/tree); per thousand board feet (\$1.50—\$15.00/thousand board feet); or by the ton (\$1.50—\$3.24/ton).

Real Estate Sales (DOT 250.357-018)—Paid by commission.

Logger (DOT 454.684-018)—Paid by the log (\$.65—\$.80/log); by the thousand board feet (\$12.38—\$18.00/thousand board feet); or by a combination of the two.

Heavy Truck Driver (DOT 905.663-014)—Paid by the mile (\$.17—\$.021/mile); percent of gross (20—30%); by the trip; by the day; or a combination of the preceding.

Auto Mechanic (DOT 620.261-010)—Paid by commission (40—55%); or an hourly wage, plus commission.

Bus Drivers (DOT 913.463-010)—Paid by the mile (\$.20—\$.50/mile); or by the trip (\$15.50—\$40.00/trip).

Emergency Medical Technician (DOT 079.374-010)—Paid by the run, or call.

Sales Manager (DOT 163.167-018)—Paid with commissions or bonuses. Employers reported that these workers were concentrated in automobile sales.

Route Driver (DOT 293.353-010)—Paid by the day; by the delivery; or by commission.

Log Loader (DOT 921.683-058)—Paid by the ton (\$.50—\$1.75/ton); by the thousand board feet; or by the load (\$12.00—\$25.00/load).

Retail Store Manager (DOT 185.167-046)—Paid an hourly wage rate, plus commission; straight commission on sales; gross profit (13-20%); or with bonuses.

Logging Tractor Operator (DOT 929.683-010)—Paid by the log (\$.65—\$2.30/log); by the ton; by the thousand board feet; or by the day.

Lawyers (DOT 110.107-010)—Paid a percentage of fees.

Housekeeper/Cleaner (DOT 381.687-014)—Paid by the room (\$1.15—\$3.80/room).

Dental Hygienist (DOT 078.361-010)—Paid a commission ranging from 36 to 50 percent.

SIC and DOT Codes

❖ SIC stands for Standard Industrial Classification, which is a system developed by the federal Office of Management and Budget to classify business establishments on the basis of industrial activity.

❖ DOT stands for *Dictionary of Occupational Titles*, which is a U.S. Department of Labor document listing job descriptions for over 21,000 U.S. occupations, and assigning each occupation a DOT number code.

Statewide Wage Information



**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■	ACCOUNTANT	511	12.34	10.96	8.08 - 15.00	8.22	1.10 - 26.44
(216.482-010)	ACCOUNTING CLERK	411	6.94	6.50	5.50 - 7.79	5.53	3.80 - 9.50
(187.137-010) ■	ACTIVITY COORDINATOR	102	6.58	6.41	5.45 - 7.69	5.86	3.75 - 11.35
(020.167-010)	ACTUARY	5	25.79	22.79	19.90 - 33.18	NA	NA NA
(169.167-010)	ADMINISTRATIVE ASSISTANT	117	9.10	8.37	6.81 - 10.10	7.00	3.59 - 21.70
(219.362-010)	ADMINISTRATIVE CLERK	15	7.53	7.00	5.51 - 9.02	6.09	4.00 - 11.54
(169.167-014)	ADMINISTRATIVE SECRETARY	76	8.50	8.21	7.00 - 9.43	6.80	5.00 - 10.40
(187.117-011)	ADMINISTRATOR, CLINIC	8	15.50	14.42	12.69 - 18.57	NA	NA NA
(187.117-010)	ADMINISTRATOR, HOSPITAL	40	19.44	17.76	15.38 - 22.35	16.30	8.68 - 33.87
(079.167-014)	ADMINISTRATOR, MEDICAL-RECORD	12	12.56	12.74	10.26 - 16.03	10.62	5.45 - 16.64
(195.117-010)	ADMINISTRATOR, SOCIAL WELFARE	15	12.86	10.20	7.70 - 15.96	10.50	5.50 - 18.00
(186.117-074) ■	ADMINISTRATOR, TRUST	11	12.02	10.29	7.53 - 16.77	NA	NA NA
(205.367-010)	ADMISSIONS EVALUATOR	5	7.79	7.69	6.81 - 8.81	NA	NA NA
(247.387-010)	ADVERTISING CLERK	4	5.63	4.41	4.05 - 8.43	NA	NA NA
(272.357-014)	AGRICULTURAL EQUIPMENT SALESPERSON	9	7.95	8.00	6.15 - 8.00	NA	NA NA
(196.263-014) ■	AIRPLANE PILOT, COMMERCIAL	26	13.28	13.00	11.54 - 15.65	10.40	7.50 - 14.50
(525.381-014)	ALL-ROUND BUTCHER	7	6.45	6.00	6.00 - 7.50	NA	NA NA
(913.683-010) ■	AMBULANCE DRIVER	96	5.24	5.00	4.50 - 6.00	5.21	3.80 - 6.30
(070.101-010) ■	ANESTHESIOLOGIST	10	37.78	34.85	26.80 - 50.68	NA	NA NA
(410.674-010)	ANIMAL CARETAKER	54	4.84	4.82	3.96 - 5.50	3.96	3.40 - 5.00
(079.361-014)	ANIMAL HEALTH TECHNICIAN	5	6.50	6.50	5.75 - 7.25	4.75	4.00 - 5.00
(245.367-010)	ANIMAL-HOSPITAL CLERK	4	5.48	5.24	4.62 - 6.55	NA	NA NA
(159.147-010)	ANNOUNCER	93	5.90	5.00	4.00 - 7.80	4.67	3.54 - 9.23

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(723.584-010)	APPLIANCE REPAIRER	29	7.26	7.65	5.37 - 8.50	6.31	3.35 - 8.50
(827.261-010)●	APPLIANCE SERVICE REPRESENTATIVE	10	8.98	9.49	7.56 - 10.12	NA	NA NA
(191.267-010)	APPRAISER, REAL ESTATE	6	7.10	7.22	6.69 - 7.53	NA	NA NA
(055.067-018)	ARCHEOLOGIST	7	11.09	11.25	9.50 - 12.50	NA	NA NA
(001.061-010)	ARCHITECT	60	13.08	12.74	11.03 - 15.00	8.49	5.04 - 11.54
(001.061-018)	ARCHITECT, LANDSCAPE	15	13.31	13.65	10.10 - 15.38	9.29	6.54 - 14.00
(141.031-010)	ART DIRECTOR	10	11.93	11.39	9.57 - 13.54	7.36	5.77 - 9.15
(022.281-010)	ASSAYER	10	12.59	12.12	11.20 - 14.16	9.55	9.00 - 10.13
(706.687-010)■	ASSEMBLER, PRODUCTION	204	5.93	5.00	4.25 - 7.00	4.84	3.80 - 8.04
(187.167-127)	ASSISTANT CLUB MANAGER	4	6.30	6.14	5.59 - 7.16	NA	NA NA
(187.117-015)	ASSISTANT DIRECTOR	6	11.06	11.02	8.39 - 14.09	8.25	5.00 - 12.50
(320.137-015)	ASSISTANT LODGING DIRECTOR	7	8.26	6.35	5.00 - 13.62	4.59	4.00 - 5.77
(169.167-035)	ASSISTANT OFFICE MANAGER	12	7.66	5.94	5.48 - 10.95	5.71	4.25 - 7.91
(187.167-107)	ASSISTANT RESTAURANT MANAGER	24	6.05	5.95	5.29 - 6.44	NA	NA NA
(185.167-047)■	ASSISTANT RETAIL MANAGER	263	8.24	7.29	5.88 - 10.22	5.59	2.77 - 12.74
(189.117-010)	ASSOCIATION EXECUTIVE	81	14.50	13.75	7.69 - 19.07	10.06	3.46 - 28.85
(359.677-010)	ATTENDANT, CHILDREN'S INSTITUTION	33	4.89	4.00	3.80 - 4.53	3.87	3.80 - 4.00
(729.281-010)	AUDIO VIDEO REPAIRER	7	5.68	5.50	4.00 - 6.50	NA	NA NA
(160.162-014)	AUDITOR	12	13.33	14.29	7.78 - 16.42	9.31	7.28 - 11.54
(807.381-010)	AUTO BODY REPAIRER	164	10.15	10.00	8.00 - 12.50	7.37	3.80 - 15.60
(620.684-010)	AUTOMOBILE WRECKER	18	5.37	5.00	4.37 - 6.50	4.17	4.00 - 4.50
(806.684-038)●	AUTOMOBILE-ACCESSORIES INSTALLER	8	5.89	5.75	5.50 - 6.00	NA	NA NA
(295.477-010)	AUTOMOBILE-RENTAL CLERK	53	4.38	4.00	3.80 - 4.35	4.22	3.80 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(620.261-018)	■ AUTOMOBILE-REPAIR-SERVICE ESTIMATOR	8	7.89	7.21	5.19 - 11.11	5.28	4.00 - 6.35
(721.281-010)	AUTOMOTIVE-GENERATOR-&-STARTER REPAIRER	6	9.83	9.50	8.37 - 10.87	NA	NA NA
(920.687-014)	BAGGER, GROCERY PACKER	107	4.11	3.85	3.80 - 4.00	3.85	3.40 - 4.50
(313.381-010)	BAKER	114	5.61	5.00	4.75 - 6.25	5.27	3.80 - 11.00
(526.686-010)	BAKER HELPER	5	4.64	4.50	3.85 - 5.50	3.93	3.80 - 4.00
(929.686-010)	BAKERY WORKER	15	4.76	5.00	4.62 - 5.00	NA	NA NA
(312.477-010)	BAR ATTENDANT	37	4.25	3.80	3.80 - 4.62	3.95	3.80 - 4.50
(663.682-010)	BARKER OPERATOR	7	8.25	9.10	7.00 - 9.18	6.50	6.00 - 7.20
(312.474-010)	■ BARTENDER	1,533	5.27	5.00	4.50 - 6.00	4.63	3.00 - 7.00
(639.681-010)	■ BICYCLE REPAIRER	11	5.44	5.00	5.00 - 6.25	NA	NA NA
(214.382-014)	BILLING CLERK	117	7.18	6.73	5.81 - 8.50	5.51	3.80 - 10.28
(214.482-010)	BILLING MACHINE OPERATOR	15	4.80	4.50	4.50 - 4.62	NA	NA NA
(653.685-010)	BINDERY WORKER	21	8.45	8.14	5.87 - 11.01	5.12	3.80 - 7.44
(807.361-014)	■ BOAT REPAIRER	20	6.38	5.50	5.00 - 8.18	5.09	3.85 - 6.00
(950.382-010)	BOILER OPERATOR	18	11.61	12.83	7.00 - 13.35	NA	NA NA
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	1,376	7.23	6.89	5.75 - 8.25	5.77	1.54 - 20.19
(210.382-018)	BOOKKEEPER, ONE SECTION; SPECIALTY	10	8.03	6.43	5.52 - 12.07	6.91	5.00 - 10.22
(210.382-022)	BOOKKEEPING MACHINE OPERATOR	28	5.88	5.54	5.11 - 6.95	5.27	4.62 - 8.65
(203.582-014)	BRAILLE TYPIST	14	6.59	6.12	5.94 - 7.41	5.35	4.10 - 6.92
(454.684-010)	■ BUCKER	22	10.70	10.25	8.75 - 13.00	9.29	5.00 - 17.50
(850.683-010)	BULLDOZER OPERATOR	9	9.42	9.99	8.50 - 10.28	NA	NA NA
(913.463-010)	■ BUS DRIVER	463	7.13	6.00	5.50 - 8.00	6.22	4.00 - 9.00
(187.167-018)	BUSINESS REPRESENTATIVE, LABOR UNION	17	16.09	14.48	13.25 - 18.23	16.42	5.77 - 28.13

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(162.157-018)	BUYER	4	15.16	15.07	9.17 - 21.24	9.98	7.42 - 12.02
(660.280-010)	CABINETMAKER	69	8.43	8.00	6.87 - 10.00	5.67	4.00 - 10.00
(311.677-010)	CAFETERIA ATTENDANT	166	4.13	3.85	3.80 - 4.25	4.15	3.80 - 5.00
(143.062-022)	CAMERA OPERATOR	28	8.37	4.50	4.23 - 6.00	4.00	3.64 - 4.33
(915.137-010)	CAR WASH SUPERVISOR	6	7.96	7.27	6.35 - 9.82	NA	NA NA
(915.667-010)	CAR-WASH ATTENDANT, AUTOMATIC	26	5.12	4.50	4.00 - 5.56	NA	NA NA
(301.687-010)	■ CARETAKER	65	4.65	4.50	4.00 - 5.00	4.07	1.73 - 6.50
(860.381-022)	CARPENTER	52	8.90	8.57	6.50 - 10.43	8.46	6.00 - 14.78
(389.664-010)	CARPET CLEANER	7	6.74	7.50	5.00 - 8.00	NA	NA NA
(864.381-010)●■	CARPET LAYER	40	9.17	10.00	8.00 - 10.43	5.41	4.00 - 6.00
(864.687-010)	CARPET-LAYER HELPER	6	6.00	6.00	5.75 - 6.37	NA	NA NA
(195.107-010)	CASEWORKER	41	7.68	7.69	5.60 - 9.29	5.93	4.00 - 7.41
(195.137-010)	CASEWORKER SUPERVISOR	26	8.03	7.32	6.40 - 9.07	7.90	6.38 - 9.03
(195.107-014)	CASEWORKER, CHILD WELFARE	3	7.70	9.00	5.10 - 9.00	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	1,468	5.44	4.50	4.00 - 5.77	4.09	3.50 - 8.41
(211.362-010)	CASHIER, GENERAL	1,346	4.64	4.25	4.00 - 5.00	4.12	1.54 - 6.00
(211.462-010)	CASHIER, OFFICE	41	4.45	4.25	3.80 - 5.00	3.79	3.35 - 4.00
(406.684-010)	CEMETERY WORKER	6	5.96	5.50	4.64 - 7.62	NA	NA NA
(235.462-010)	CENTRAL-OFFICE OPERATOR	133	11.16	11.93	11.74 - 11.93	NA	NA NA
(669.686-018)	CHAIN OFF-BEARER	30	6.87	6.50	6.43 - 8.30	5.75	5.18 - 6.30
(454.687-010)	■ CHAINSAW OPERATOR	5	12.40	12.00	12.00 - 13.00	NA	NA NA
(216.387-010)	CHECK-PROCESSING CLERK	16	6.23	5.79	5.27 - 7.18	5.29	4.51 - 6.75
(022.261-010)	CHEMICAL-LABORATORY TECHNICIAN	12	9.11	6.12	5.00 - 11.43	5.78	4.50 - 9.90

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(003.167-030)	CHIEF ENGINEER, BROADCASTING	21	13.16	11.77	9.61 - 14.28	9.91	7.21 - 13.46
(359.677-018)	■ CHILD CARE WORKER	435	4.47	4.25	3.85 - 4.75	4.03	2.42 - 5.77
(079.101-010)	CHIROPRACITOR	9	27.74	26.37	22.54 - 33.17	NA	NA NA
(079.364-010)	CHIROPRACITOR ASSISTANT	18	6.01	5.94	5.00 - 6.29	4.56	4.00 - 5.13
(921.687-014)	■ CHOKE SETTER	18	10.91	10.75	9.87 - 13.00	9.88	8.00 - 12.50
(241.217-010)	■ CLAIM ADJUSTER	51	15.41	14.51	13.85 - 15.86	10.46	6.92 - 14.64
(241.267-018)	CLAIM EXAMINER	13	12.13	12.65	8.40 - 14.60	8.34	5.50 - 11.21
(241.362-010)	CLAIMS CLERK	39	8.06	7.90	7.00 - 8.50	5.72	4.00 - 7.89
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	10	12.89	9.53	5.37 - 20.83	7.60	4.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	1,653	4.94	4.50	4.00 - 5.25	4.69	1.92 - 20.00
(323.687-014)	CLEANER, HOUSEKEEPING	81	4.55	4.15	4.00 - 4.50	4.88	3.80 - 9.00
(381.687-018)	CLEANER, INDUSTRIAL	34	4.83	4.25	4.00 - 5.78	4.44	4.00 - 5.00
(919.687-014)	■ CLEANER, TRANSPORTATION VEHICLES	60	4.26	4.00	3.85 - 4.50	3.95	3.80 - 4.50
(120.007-010)	CLERGY MEMBER	6	7.58	5.60	5.02 - 11.05	6.56	4.69 - 10.00
(203.362-010)	CLERK-TYPIST	408	6.27	6.00	5.00 - 7.20	5.11	3.46 - 11.65
(209.562-010)	CLERK, GENERAL	1,042	6.17	6.00	5.00 - 7.00	5.05	2.19 - 9.62
(652.382-010)	CLOTH PRINTER	15	9.61	11.70	5.00 - 12.10	NA	NA NA
(209.387-010)	CODING CLERK	5	6.68	5.75	5.52 - 8.30	NA	NA NA
(292.687-010)	COIN-MACHINE COLLECTOR	8	9.72	10.38	5.39 - 12.88	NA	NA NA
(639.281-014)●	COIN-MACHINE-SERVICE REPAIRER	22	9.13	9.87	6.81 - 10.84	NA	NA NA
(241.367-010)	COLLECTION AGENT	26	5.93	6.25	5.21 - 6.25	5.06	4.25 - 6.00
(241.357-010)	■ COLLECTION CLERK	16	7.66	7.69	4.75 - 8.00	6.47	4.00 - 8.00
(195.167-010)	COMMUNITY ORGANIZATION WORKER	7	9.22	8.45	4.80 - 13.71	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(309.677-010)	COMPANION	27	5.54	5.50	5.00 - 6.00	5.27	3.50 - 9.23
(973.381-010)	COMPOSITOR-AD SETUP	20	7.72	6.14	5.54 - 11.61	5.61	5.00 - 7.44
(213.362-010)	■ COMPUTER OPERATOR	390	7.00	6.50	5.50 - 8.00	5.58	3.75 - 10.00
(020.187-010)	■ COMPUTER PROGRAMMER	90	11.43	11.03	8.00 - 14.42	8.14	2.02 - 14.42
(012.167-066)	COMPUTER SYSTEMS ANALYST	62	12.84	12.98	10.23 - 14.45	9.39	4.75 - 21.64
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	8	10.75	7.62	6.25 - 18.46	10.62	5.00 - 18.12
(291.457-020)	CONCESSIONS VENDOR	45	4.10	4.00	3.80 - 4.00	5.33	3.80 - 8.00
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	38	10.80	10.50	7.87 - 12.60	5.50	4.50 - 7.00
(189.167-010)	CONSULTANT	13	14.95	12.33	8.07 - 20.76	9.88	5.77 - 13.00
(186.117-014)	CONTROLLER	65	15.56	15.00	11.29 - 19.11	11.67	5.00 - 20.39
(317.687-010)	COOK HELPER	52	4.76	4.52	4.30 - 4.99	4.39	3.80 - 5.38
(313.131-018)	COOK, HEAD, SCHOOL CAFETERIA	6	6.87	6.46	5.27 - 8.29	5.76	3.80 - 7.21
(526.381-026)	COOK, KETTLE	33	5.22	5.00	4.05 - 5.62	4.22	3.80 - 5.07
(315.361-010)	■ COOK, MESS	383	5.55	5.25	4.73 - 6.41	5.00	3.35 - 11.00
(313.361-014)	COOK, RESTAURANT	30	5.61	5.48	3.87 - 6.50	6.09	3.80 - 11.60
(187.167-022)	COORDINATOR, VOLUNTEER SERVICES	8	8.41	9.27	4.81 - 10.93	7.78	4.40 - 9.50
(131.067-014)	COPY WRITER	14	7.97	7.85	6.20 - 8.70	7.72	5.00 - 11.06
(160.167-018)	COST ACCOUNTANT	55	12.88	13.14	8.94 - 16.44	9.32	3.46 - 21.03
(160.267-018)	COST ESTIMATOR	11	9.65	9.25	6.50 - 13.75	7.63	4.00 - 9.25
(045.107-011)	COUNSELOR, ASSISTANT	4	9.07	8.92	8.65 - 9.61	NA	NA NA
(045.107-010)	COUNSELOR, GUIDANCE	56	7.96	8.35	7.50 - 8.92	7.36	3.80 - 11.54
(311.677-014)	COUNTER ATTENDANT, CAFETERIA	20	5.12	5.00	4.43 - 5.50	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	30	4.93	4.75	3.96 - 5.50	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(290.477-010)	COUPON-REDEMPTION CLERK	28	4.37	4.25	3.81 - 4.40	NA	NA - NA
(211.000-000)	COURTESY CLERK-SACK PERSON	99	3.88	3.80	3.80 - 3.85	3.92	3.80 - 4.00
(191.267-014)	■ CREDIT ANALYST	18	11.40	9.29	7.73 - 15.06	6.37	4.50 - 7.21
(205.367-022)	■ CREDIT CLERK	53	7.10	6.92	6.04 - 8.11	4.96	4.00 - 6.25
(186.167-022)	CREDIT MANAGER	3	7.97	6.88	6.25 - 10.77	NA	NA - NA
(102.017-010)	CURATOR	13	7.19	6.25	4.75 - 8.65	9.37	6.00 - 15.18
(299.367-010)	■ CUSTOMER SERVICE CLERK-CIRCULATION	17	6.36	6.35	5.62 - 7.42	5.12	4.25 - 6.08
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	33	10.80	10.21	8.16 - 11.80	8.01	6.40 - 11.02
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	11	9.47	8.00	5.70 - 12.43	7.78	4.25 - 14.38
(607.682-010)	CUT-OFF SAW OPERATOR, METAL	8	8.03	8.90	6.77 - 8.90	NA	NA - NA
(203.582-026)	DATA - COOPER OPERATOR	22	6.77	6.00	5.59 - 7.05	5.59	4.00 - 10.00
(299.477-010)	DELIVERER, MERCHANDISE	124	5.01	4.50	4.00 - 5.50	4.33	3.50 - 6.00
(230.667-010)	■ DELIVERER, OUTSIDE	35	4.74	4.62	4.00 - 5.25	4.17	3.50 - 5.25
(079.371-010)	DENTAL ASSISTANT	399	7.09	6.92	6.00 - 8.00	5.48	3.05 - 9.20
(078.361-010)	■ DENTAL HYGIENIST	173	15.12	14.25	12.50 - 16.00	12.34	4.00 - 28.87
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	26	8.39	8.37	6.67 - 9.13	6.55	4.00 - 12.98
(072.101-010)	DENTIST	50	34.65	30.77	19.68 - 48.36	25.70	4.50 - 57.69
(712.681-014)	DENTURE-MODEL MAKER	5	12.29	11.54	6.50 - 18.46	NA	NA - NA
(921.663-022)	DERRICK OPERATOR	16	12.12	10.61	9.26 - 15.37	NA	NA - NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	24	8.44	7.75	6.31 - 11.00	NA	NA - NA
(142.081-010)	■ DESIGNER, FLORAL	129	5.04	5.00	4.27 - 5.50	4.24	3.80 - 5.25
(141.061-018)	DESIGNER, GRAPHIC	27	10.41	8.21	6.50 - 10.00	6.24	4.50 - 8.00
(142.061-026)	DESIGNER, INDUSTRIAL	20	9.84	9.45	5.32 - 13.73	8.01	4.00 - 14.42

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLDYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(142.051-014)	DESIGNER, INTERIOR	18	6.66	5.25	5.25 - 7.12	7.98	3.75 - 11.54
(007.061-026)	DESIGNER, TOOL	5	11.73	13.75	6.53 - 15.93	NA	NA NA
(340.367-010)	DESK CLERK, BOWLING FLOOR	21	4.70	4.25	4.00 - 5.37	4.12	3.85 - 4.50
(017.261-018)	DETAILER	16	4.95	4.77	4.31 - 5.68	4.43	3.80 - 5.00
(976.681-010)	DEVELOPER	9	6.21	5.48	4.37 - 9.00	NA	NA NA
(245.587-010)	DIETARY CLERK	12	4.56	4.22	4.00 - 4.55	NA	NA NA
(077.127-014)	DIETITIAN, CLINICAL	4	10.22	10.68	7.98 - 12.00	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	83	3.92	3.80	3.80 - 4.00	3.84	3.80 - 4.00
(045.107-018)	DIRECTOR OF COUNSELING	12	11.82	11.56	10.90 - 12.30	8.78	7.00 - 10.50
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	65	10.57	9.13	7.72 - 12.75	8.97	3.35 - 24.04
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	8	10.45	8.78	7.75 - 13.95	10.12	7.56 - 14.79
(165.117-010)	DIRECTOR, FUNDRAISING	4	19.18	19.19	15.53 - 22.81	NA	NA NA
(187.167-030)	■ DIRECTOR, FUNERAL	19	13.19	13.46	10.50 - 16.15	10.77	8.65 - 14.71
(187.117-018)	DIRECTOR, INSTITUTION	11	12.63	12.50	7.69 - 15.50	10.32	4.55 - 15.00
(102.117-014)	DIRECTOR, MUSEUM-OR-ZOO	4	14.62	10.84	7.18 - 25.82	NA	NA NA
(092.137-010)	DIRECTOR, PRESCHOOL	8	7.89	7.24	5.94 - 10.00	5.80	3.91 - 7.00
(184.117-010)	DIRECTOR, PUBLIC SERVICE	43	12.49	11.54	4.90 - 16.09	15.91	4.38 - 34.75
(189.117-014)	DIRECTOR, RESEARCH AND DEVELOPMENT	4	15.22	12.90	7.95 - 24.78	NA	NA NA
(913.167-014)	DISPATCHER, BUS AND TROLLEY	12	10.24	10.80	7.81 - 11.71	8.18	5.50 - 9.96
(954.362-010)	DITCH RIDER	36	8.56	8.81	7.77 - 9.81	6.71	4.12 - 9.00
(418.674-010)	■ DOG GROOMER	11	4.39	4.04	4.00 - 4.62	3.96	3.80 - 4.04
(001.261-010)	DRAFTER, ARCHITECTURAL	44	9.70	9.11	7.76 - 10.59	7.00	4.75 - 13.00
(005.281-010)	DRAFTER, CIVIL	29	10.08	10.00	8.62 - 11.10	8.10	5.00 - 11.02

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(003.281-014)	DRAFTER, ELECTRONICS	27	8.66	8.50	7.21 - 9.00	6.25	4.50 - 8.00
(010.281-014)	DRAFTER, GEOLOGICAL	10	12.03	13.13	9.04 - 14.05	9.56	6.92 - 12.00
(001.261-014)	DRAFTER, LANDSCAPE	5	8.01	7.50	6.50 - 9.77	5.67	5.00 - 6.00
(007.281-010)	DRAFTER, MECHANICAL	11	10.06	9.75	7.35 - 10.20	8.88	5.00 - 23.00
(913.663-018)	DRIVER, SHUTTLE	34	5.24	4.22	4.00 - 5.40	4.47	3.85 - 5.30
(362.382-014)	DRY CLEANER	14	6.38	6.25	5.50 - 6.31	NA	NA NA
(207.682-010)	DUPLICATING MACHINE OPERATOR	16	5.63	4.75	4.25 - 7.09	5.23	4.00 - 6.25
(132.037-022)	EDITOR	8	8.57	8.36	7.01 - 10.14	6.95	4.50 - 10.32
(721.484-010)	ELECTRIC MOTOR WINDER	4	9.86	10.50	7.01 - 12.06	NA	NA NA
(821.361-014)	ELECTRIC-METER INSTALLER	5	17.19	18.47	15.26 - 18.47	NA	NA NA
(824.261-010)	ELECTRICIAN	13	13.61	15.51	10.87 - 15.51	10.82	7.50 - 15.83
(828.251-010)	■ELECTRONIC SALES & SERVICE TECHNICIAN	43	7.59	7.64	6.00 - 8.65	5.50	3.50 - 8.00
(079.374-010)	■EMERGENCY MEDICAL TECHNICIAN	17	6.90	7.13	6.00 - 7.61	NA	NA NA
(194.262-010)	ENGINEER, AUDIO	18	6.75	4.56	4.00 - 9.34	NA	NA NA
(005.061-014)	ENGINEER, CIVIL	83	15.44	15.00	12.02 - 19.04	11.65	5.54 - 18.46
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	62	17.89	17.75	14.42 - 20.14	13.15	4.55 - 25.00
(003.167-018)	ENGINEER, ELECTRICAL POWER SYSTEM	5	22.25	24.01	17.19 - 26.43	NA	NA NA
(828.261-014)	ENGINEER, FIELD	9	15.18	16.32	12.65 - 17.62	NA	NA NA
(012.167-030)	ENGINEER, INDUSTRIAL	12	22.43	18.00	13.64 - 25.90	10.36	3.46 - 15.00
(007.061-014)	ENGINEER, MECHANICAL	22	15.65	14.91	13.64 - 17.70	11.90	6.46 - 17.00
(010.061-018)	ENGINEER, PETROLEUM	8	18.11	19.04	6.45 - 27.02	NA	NA NA
(007.167-014)	ENGINEER, PLANT	15	16.20	14.65	12.50 - 21.95	15.09	12.50 - 16.87
(005.061-030)	ENGINEER, SANITARY	7	12.54	10.00	8.00 - 16.83	9.49	7.21 - 14.25

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(005.061-034)	ENGINEER, STRUCTURAL	13	19.20	18.47	17.15 - 20.09	14.59	10.99 - 19.62
(194.282-010)	ENGINEER, VIDEO	20	7.58	7.06	6.03 - 8.93	NA	NA NA
(012.267-010)	ENGINEERING TECHNICIAN, INDUSTRIAL	5	8.36	7.50	5.00 - 12.14	5.90	5.00 - 7.21
(029.081-010)	ENVIRONMENTAL ANALYST	7	14.48	14.56	13.40 - 16.19	10.33	8.00 - 12.00
(828.381-010)	EQUIPMENT INSTALLER	12	8.29	7.75	6.00 - 10.50	NA	NA NA
(119.367-010)	ESCROW OFFICER	12	9.56	9.16	7.05 - 10.91	6.80	4.33 - 10.00
(187.117-026)	EXECUTIVE DIRECTOR, SHELTERED WORKSHOP	10	15.00	15.44	12.95 - 16.32	12.13	11.00 - 12.90
(187.167-046)	EXECUTIVE HOUSEKEEPER	11	5.25	5.00	4.40 - 6.70	5.68	4.25 - 7.08
(189.117-034)	■ EXECUTIVE OFFICER	374	19.16	17.31	11.74 - 25.00	13.71	1.54 - 57.69
(809.381-010)	FABRICATOR-ASSEMBLER, METAL PRODUCTS	15	11.77	10.50	8.00 - 16.18	7.03	6.00 - 8.09
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	67	11.37	10.38	9.00 - 12.00	7.51	6.00 - 8.85
(454.384-010)	■ FALLER	20	17.21	20.00	12.75 - 20.57	12.75	10.00 - 16.00
(624.281-010)	FARM EQUIPMENT MECHANIC	15	7.72	7.50	7.00 - 8.65	6.76	5.00 - 9.78
(421.683-010)	FARM OR RANCH WORKER, GENERAL	5	5.96	5.54	4.96 - 7.17	NA	NA NA
(421.687-010)	FARMWORKER, CHORE TENDER	31	4.06	4.00	3.80 - 4.00	NA	NA NA
(410.664-010)	FARMWORKER, LIVESTOCK	22	5.41	5.39	4.57 - 6.17	4.92	3.75 - 6.15
(185.137-011)	FAST FOOD ASSISTANT MANAGER	79	6.07	5.75	4.90 - 7.18	4.69	3.80 - 6.84
(311.472-010)	FAST-FOODS WORKER	1,534	4.15	4.00	3.80 - 4.25	3.81	3.25 - 4.50
(189.267-010)	FIELD REPRESENTATIVE	9	11.18	11.85	9.92 - 11.93	9.61	8.31 - 11.85
(206.362-010)	FILE CLERK	187	5.06	5.00	4.03 - 5.84	4.36	3.35 - 6.00
(206.367-014)	FILE CLERK, INCL. FILE INVESTIGATIONS	5	5.26	5.00	4.36 - 6.29	4.94	3.75 - 7.01
(090.117-030)	FINANCIAL AIDE OFFICER	4	8.69	9.34	5.91 - 10.81	NA	NA NA
(373.364-010)	FIRE FIGHTER	74	9.45	10.00	8.42 - 10.00	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(343.467-014)	FLOOR ATTENDANT	52	4.60	4.50	4.25 - 5.00	4.16	3.80 - 5.00
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	80	5.33	5.10	4.56 - 6.01	4.41	3.80 - 5.57
(040.061-034)	FORESTER	109	10.12	10.00	10.00 - 10.00	NA	NA NA
(519.687-022)	■ FOUNDRY WORKER, GENERAL	69	9.44	10.98	6.80 - 10.98	NA	NA NA
(739.684-078)	FRAMER	26	5.57	5.50	4.82 - 6.31	NA	NA NA
(620.281-038)	■ FRONT END MECHANIC	22	9.27	9.70	6.87 - 12.11	6.13	5.00 - 6.50
(921.683-042)	FRONT-END LOADER OPERATOR	9	11.56	9.75	8.85 - 14.46	NA	NA NA
(293.157-010)	FUND RAISER	20	9.05	8.66	6.52 - 10.94	6.23	1.73 - 8.21
(763.381-010)	FURNITURE FINISHER	10	5.15	5.00	4.93 - 5.62	NA	NA NA
(780.381-018)	■ FURNITURE UPHOLSTERER	15	6.80	7.00	5.25 - 8.50	NA	NA NA
(343.467-018)	GAMBLING DEALER	22	5.69	5.50	5.00 - 6.00	4.75	4.00 - 7.50
(620.131-014)	■ GARAGE SUPERVISOR	12	8.39	8.12	7.11 - 11.86	12.85	9.23 - 17.31
(909.687-010)●	GARBAGE COLLECTOR	60	10.76	13.28	7.61 - 13.28	NA	NA NA
(625.281-026)	GAS-ENGINE REPAIRER	15	9.68	8.75	7.00 - 10.00	NA	NA NA
(600.280-022)	GENERAL MACHINIST	93	10.62	11.00	9.00 - 11.92	8.08	6.00 - 14.36
(070.101-022)	■ GENERAL PRACTITIONER	61	33.85	28.85	20.80 - 36.16	27.45	23.08 - 33.94
(024.061-018)	GEOLOGIST	29	15.81	13.84	7.00 - 20.33	9.23	5.77 - 13.27
(024.061-022)	GEOLOGIST, PETROLEUM	28	19.08	19.59	15.05 - 22.87	13.93	11.00 - 17.75
(024.061-026)	GEOPHYSICAL PROSPECTOR	10	18.50	18.50	14.87 - 22.61	NA	NA NA
(865.684-010)	GLASS INSTALLER, AUTO-GLASS	30	7.67	6.50	6.00 - 9.16	5.00	4.00 - 5.50
(865.684-014)	GLASS INSTALLER, DOORS AND WINDDWS	9	6.27	6.00	5.50 - 7.00	NA	NA NA
(865.381-010)	GLAZIER	35	9.20	9.00	7.50 - 10.50	7.79	5.00 - 10.00
(153.341-011)	GOLF PRO	9	7.79	7.69	6.25 - 9.22	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(341.683-010)	GOLF-RANGE ATTENDANT	12	3.81	3.80	3.80 - 3.80	NA	NA - NA
(669.587-010)	GRADER	36	8.42	7.60	7.60 - 7.97	8.58	5.50 - 14.42
(921.683-026)	GRAIN ELEVATOR OPERATOR	32	8.11	7.43	6.50 - 10.00	NA	NA - NA
(406.683-010)	GREENSKEEPER	51	4.65	3.85	3.80 - 5.00	4.13	3.80 - 5.00
(406.137-010)	GREENSKEEPER, HEAD	77	6.86	6.46	5.00 - 8.00	5.63	3.80 - 8.65
(313.381-000)	■ GROCERY-STORE BAKER	57	6.58	6.46	4.32 - 8.17	4.80	3.80 - 7.00
(406.684-014)	●■ GROUNDKEEPER, INDUSTRIAL-COMMERCIAL	232	5.84	5.50	4.75 - 6.35	4.96	3.30 - 9.23
(195.164-010)	GROUP WORKER	34	5.11	4.75	4.75 - 4.75	NA	NA - NA
(353.161-010)	■ GUIDE, HUNTING AND FISHING	181	7.49	5.77	4.17 - 8.65	5.27	2.31 - 9.38
(353.167-010)	GUIDE, TRAVEL	22	5.39	4.76	4.60 - 7.00	NA	NA - NA
(632.281-010)	GUN SMITH	5	5.30	5.00	4.50 - 6.25	NA	NA - NA
(332.271-018)	■ HAIR STYLIST	180	5.47	5.25	4.35 - 6.09	4.55	3.35 - 10.00
(667.662-010)	HEAD SAWYER	6	8.24	8.02	7.15 - 9.60	NA	NA - NA
(052.067-022)	HISTORIAN	5	9.95	10.00	8.25 - 11.62	NA	NA - NA
(354.377-014)	HOME ATTENDANT	26	5.46	5.00	4.93 - 6.00	5.10	4.00 - 6.50
(309.354-010)	HOMEMAKER	20	5.08	5.00	4.55 - 5.57	5.00	4.00 - 6.00
(405.687-014)	HORTICULTURAL LABORER	44	5.10	4.72	4.25 - 5.50	4.18	4.00 - 5.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	79	6.32	6.00	5.61 - 7.14	5.25	3.80 - 6.11
(352.667-010)	HOT/HOSTESS	10	5.67	5.50	4.90 - 6.23	5.00	4.50 - 5.50
(310.137-010)	HOT/HOSTESS, RESTAURANT	40	4.40	4.25	4.16 - 4.50	4.01	3.80 - 4.50
(238.362-010)	■ HOTEL (MOTEL) CLERK	424	4.54	4.40	4.00 - 5.00	4.04	3.00 - 5.50
(301.474-010)	HOUSE WORKER, GENERAL	12	4.48	4.50	4.50 - 4.70	2.71	1.92 - 4.00
(323.687-018)	HOUSECLEANER	153	4.31	4.00	4.00 - 4.50	3.92	3.25 - 4.58

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(321.137-010)	■ HOUSEKEEPER	45	4.23	4.00	3.80 - 4.25	4.36	3.85 - 5.00
(024.061-034)	HYDROLOGIST	4	12.64	14.46	6.44 - 17.00	9.09	4.62 - 12.50
(141.061-022)	ILLUSTRATOR	5	6.61	6.93	5.70 - 7.36	5.45	4.50 - 6.85
(079.361-010)	INHALATION THERAPIST	87	9.30	9.25	8.85 - 10.67	8.90	8.00 - 10.00
(151.027-014)	INSTRUCTOR, DANCING	5	11.31	12.00	9.27 - 13.00	NA	NA NA
(153.227-014)	INSTRUCTOR, PHYSICAL	73	6.15	4.50	4.00 - 7.00	5.01	3.75 - 8.00
(153.227-018)	■ INSTRUCTOR, SPORTS	173	6.87	5.00	4.15 - 9.00	5.01	2.88 - 8.00
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	31	10.63	7.50	5.50 - 17.19	7.39	4.29 - 16.37
(214.362-022)	INSURANCE CLERK	19	7.01	6.91	6.50 - 7.65	5.84	5.00 - 6.41
(160.167-034)	INTERNAL AUDITOR	22	11.75	11.70	7.93 - 14.50	9.00	5.50 - 14.42
(222.387-026)	■ INVENTORY CLERK	123	6.11	5.15	4.00 - 7.62	5.66	3.80 - 9.50
(020.167-014)	INVESTMENT ANALYST	12	18.20	14.94	12.15 - 20.64	11.86	8.65 - 15.39
(851.383-010)	IRRIGATION SYSTEM INSTALLER	10	6.88	7.00	5.00 - 9.00	NA	NA NA
(382.664-010)●■	JANITOR	1,194	5.11	5.00	4.25 - 5.38	4.92	1.44 - 13.52
(381.137-010)●	JANITORIAL SERVICES SUPERVISOR	32	6.88	6.25	5.05 - 7.87	8.25	4.50 - 11.93
(700.281-010)	JEWELER	10	6.89	6.42	6.00 - 7.75	5.10	4.00 - 6.00
(973.381-018)	JOB PRINTER	7	8.09	7.50	5.75 - 10.15	NA	NA NA
(343.467-022)	KENO WRITER	47	4.35	4.00	4.00 - 4.50	3.98	3.80 - 4.00
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	78	7.24	6.62	5.50 - 8.02	5.81	4.00 - 11.00
(318.687-010)	■ KITCHEN HELPER	1,182	4.27	4.00	3.80 - 4.50	3.99	3.00 - 8.90
(310.137-014)	KITCHEN SUPERVISOR	6	7.13	7.47	5.00 - 8.45	NA	NA NA
(073.361-014)	LABORATORY ASSISTANT, ZOO/VET	15	5.58	5.60	5.34 - 5.77	4.70	4.50 - 5.00
(029.261-010)	LABORATORY TESTER	39	10.70	10.60	8.50 - 13.53	7.50	4.25 - 13.76

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(609.684-013)	LABORER, FACTORY	6	5.67	5.50	5.00 - 6.50	NA	NA - NA
(500.000-000)	■ LABORER, GENERAL	842	5.94	5.00	4.00 - 7.00	4.94	3.35 - 10.38
(408.687-014)	LABORER, LANDSCAPE	92	5.57	5.25	4.75 - 6.00	4.65	3.50 - 5.87
(609.684-014)	LABORER, MACHINE SHOP	4	5.94	5.98	5.14 - 6.70	NA	NA - NA
(929.687-022)	LABORER, SALVAGE	8	7.03	6.62	5.12 - 9.37	5.80	5.00 - 8.00
(018.167-018)	LAND SURVEYOR	46	12.10	11.54	9.50 - 14.10	9.75	6.92 - 13.46
(182.167-014)	LANDSCAPE CONTRACTOR	20	6.94	6.12	6.00 - 8.72	NA	NA - NA
(408.161-010)	LANDSCAPE GARDENER	21	6.06	6.00	5.00 - 7.00	5.49	4.50 - 6.46
(604.685-026)	LATHE OPERATOR, PRODUCTION	8	10.82	11.94	6.77 - 14.05	7.11	4.50 - 11.94
(361.684-014)	LAUNDRY WORKER	322	5.14	5.00	4.25 - 5.90	4.27	3.50 - 5.99
(408.684-010)	LAWN-SERVICE WORKER	25	6.10	6.94	6.00 - 6.94	NA	NA - NA
(110.107-010)	■ LAWYER	185	19.79	16.46	13.19 - 21.35	15.89	7.50 - 85.00
(511.582-010)	LEACHER	19	11.91	12.60	10.25 - 14.20	NA	NA - NA
(690.783-000)	LEAD PERSON	12	8.25	9.50	5.44 - 9.61	7.17	4.50 - 9.00
(201.362-010)	LEGAL SECRETARY	401	8.11	7.75	6.69 - 9.36	5.74	3.64 - 9.50
(100.167-026)	LIBRARIAN, LAW	4	10.64	7.64	4.81 - 19.44	NA	NA - NA
(249.367-046)	LIBRARY ASSISTANT	6	5.25	5.38	4.85 - 5.78	NA	NA - NA
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	283	8.74	8.67	8.03 - 9.97	7.22	5.55 - 8.73
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	143	7.85	7.58	7.25 - 8.50	6.58	4.50 - 8.00
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	258	8.07	7.90	7.25 - 8.58	7.19	6.00 - 8.20
(379.667-014)	LIFEGUARD	20	4.12	4.00	4.00 - 4.25	NA	NA - NA
(821.261-014)	LINE MAINTAINER	31	16.70	16.90	15.64 - 17.80	NA	NA - NA
(821.361-026)	LINE REPAIRER	74	17.55	18.09	15.62 - 18.47	14.40	10.93 - 18.29

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(821.131-014)	LINE SUPERVISOR	13	18.12	17.75	16.62 - 20.04	NA	NA NA
(912.687-010)	LINE-SERVICE ATTENDANT	41	6.45	6.00	5.37 - 8.00	4.58	4.25 - 5.00
(222.387-030)	LINEN-ROOM ATTENDANT	9	5.97	6.05	6.02 - 6.05	NA	NA NA
(906.683-014)	LIQUID-FERTILIZER SERVICER	16	5.84	5.50	5.00 - 6.00	NA	NA NA
(410.674-018)	LIVESTOCK YARD ATTENDANT	51	4.88	4.00	4.00 - 5.00	NA	NA NA
(932.683-014)	LOADING MACHINE OPERATOR	24	12.43	13.21	10.00 - 15.68	NA	NA NA
(249.367-050)	LOAN CLOSER	11	9.74	9.36	7.75 - 11.47	NA	NA NA
(186.267-018)	■ LOAN OFFICER	217	13.55	12.50	10.21 - 16.43	8.31	4.00 - 14.42
(709.281-010)	LOCKSMITH	5	6.24	5.00	5.00 - 8.10	NA	NA NA
(455.367-010)	LOG GRADER	4	6.71	7.00	5.01 - 8.12	NA	NA NA
(921.683-058)	■ LOG LOADER	13	11.88	12.00	9.61 - 14.00	10.04	7.20 - 13.00
(455.487-010)	LOG SCALER	6	9.73	10.42	7.87 - 10.91	7.19	6.30 - 8.08
(454.684-018)	■ LOGGER, ALL AROUND	56	11.99	12.00	11.00 - 13.37	10.16	7.00 - 15.00
(929.683-010)	■ LOGGING TRACTOR OPERATOR	16	12.88	12.25	11.25 - 12.50	NA	NA NA
(915.583-010)	LOT ATTENDANT	5	4.28	3.46	3.46 - 5.50	NA	NA NA
(915.687-018)	LUBRICATION SERVICER	6	7.03	5.50	4.18 - 11.46	NA	NA NA
(929.687-031)	LUMBER YARD MANAGER	5	8.64	9.23	7.74 - 9.24	NA	NA NA
(209.587-026)	MAIL CLERK	87	6.45	5.25	4.50 - 7.00	4.84	3.65 - 9.00
(222.587-030)	MAILER	3	4.27	4.15	4.15 - 4.50	NA	NA NA
(860.281-010)	MAINTENANCE CARPENTER	16	8.18	7.39	6.00 - 11.31	7.07	3.50 - 11.92
(829.281-014)	■ MAINTENANCE ELECTRICIAN	65	13.20	11.92	11.92 - 14.50	12.05	7.00 - 16.35
(600.280-042)	MAINTENANCE MACHINIST	13	10.91	10.85	8.37 - 14.03	NA	NA NA
(620.281-046)	MAINTENANCE MECHANIC	12	7.60	7.50	5.18 - 9.62	7.31	5.00 - 10.10

■ Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(638.131-022)	MAINTENANCE MECHANIC SUPERVISOR	13	11.48	11.76	8.64 - 13.38	7.82	5.54 - 10.53
(822.281-018)	MAINTENANCE MECHANIC, TELEPHONE	21	16.24	16.68	16.68 - 16.68	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	267	7.64	7.00	5.70 - 9.23	6.05	2.88 - 12.68
(891.137-010)	MAINTENANCE SUPERVISOR	5	17.91	24.82	6.66 - 25.71	NA	NA NA
(161.167-010)	MANAGEMENT ANALYST	4	12.59	11.55	7.37 - 18.84	NA	NA NA
(189.167-018)	MANAGEMENT TRAINEE	95	5.31	4.80	4.40 - 5.64	5.11	3.80 - 16.67
(163.167-010)	■ MANAGER, ADVERTISING	20	12.04	10.68	7.12 - 16.84	9.72	4.69 - 16.10
(184.117-026)	MANAGER, AIRPORT	4	10.44	8.94	4.87 - 17.48	NA	NA NA
(186.167-018)	MANAGER, APARTMENT HOUSE	6	7.96	8.41	5.58 - 9.58	4.94	4.04 - 5.77
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	33	9.70	9.23	8.04 - 11.77	6.37	4.04 - 9.00
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	34	9.12	9.11	6.35 - 11.08	7.45	4.81 - 9.23
(184.117-034)	MANAGER, AUTOMOTIVE SERVICES	3	15.04	14.54	6.48 - 24.09	NA	NA NA
(186.117-034)	MANAGER, BROKERAGE OFFICE	6	10.50	7.03	6.02 - 18.23	NA	NA NA
(187.167-070)	MANAGER, CASINO	4	7.57	7.25	6.07 - 9.37	NA	NA NA
(163.167-014)	MANAGER, CIRCULATION	6	12.03	8.37	5.54 - 21.80	7.29	4.15 - 16.10
(168.167-054)	MANAGER, CREDIT AND COLLECTION	35	12.66	10.68	8.40 - 14.77	9.45	4.62 - 18.08
(299.137-010)	MANAGER, DEPARTMENT	22	8.03	7.05	6.61 - 8.52	5.71	1.15 - 10.38
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	15	12.53	10.19	7.08 - 16.50	9.70	4.90 - 18.75
(166.167-030)	■ MANAGER, EMPLOYMENT	436	10.50	10.10	7.48 - 12.00	8.42	2.88 - 20.88
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	83	7.37	6.92	5.29 - 8.77	5.98	3.35 - 11.54
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	128	16.58	15.38	11.12 - 20.43	11.23	4.00 - 20.00
(187.167-106)	MANAGER, FOOD SERVICE	51	10.81	7.93	6.63 - 9.46	14.60	4.50 - 78.00
(187.167-114)	MANAGER, GOLF CLUB	8	14.14	13.40	7.49 - 21.99	11.72	7.21 - 14.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(162.167-010)	MANAGER, GRAIN ELEVATOR	19	12.46	11.54	9.62 - 15.39	9.42	8.65 - 10.38
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	106	11.71	10.79	8.06 - 14.24	7.99	3.46 - 11.54
(186.167-034)	MANAGER, INSURANCE OFFICE	11	16.65	15.20	11.54 - 22.49	13.28	4.94 - 23.45
(184.117-046)	MANAGER, IRRIGATION DISTRICT	12	12.50	12.81	11.19 - 15.45	9.90	9.00 - 12.01
(369.167-010)	MANAGER, LAUNDROMAT	7	8.77	7.00	6.56 - 15.00	NA	NA NA
(186.117-046)	MANAGER, LEASING	8	12.97	11.45	8.56 - 18.37	10.43	5.77 - 14.73
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	46	6.98	6.96	5.09 - 8.39	5.70	2.52 - 9.00
(320.137-014)	■ MANAGER, LODGING FACILITIES	175	7.57	6.63	5.00 - 8.80	6.61	2.16 - 32.32
(185.167-034)	■ MANAGER, MERCHANDISE	57	9.94	9.23	7.20 - 12.12	7.37	3.73 - 16.15
(169.167-034)	■ MANAGER, OFFICE	1,002	9.91	8.75	7.00 - 11.50	7.34	3.13 - 23.08
(185.167-038)	■ MANAGER, PARTS	30	8.46	8.35	6.72 - 10.10	6.32	4.36 - 9.25
(183.117-014)	MANAGER, PLANT	49	14.91	13.70	11.15 - 18.83	11.84	4.00 - 21.64
(184.167-074)	MANAGER, PRODUCTION	3	11.54	11.54	7.50 - 15.58	NA	NA NA
(186.167-046)	MANAGER, PROPERTY	8	14.63	12.71	6.27 - 17.85	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	938	8.86	8.08	6.00 - 10.50	7.01	1.85 - 15.38
(012.167-058)	MANAGER, SAFETY	12	14.71	16.04	9.25 - 18.37	10.21	4.00 - 15.58
(163.167-018)	■ MANAGER, SALES	153	12.37	11.25	8.58 - 14.81	7.88	3.30 - 19.04
(184.117-062)	■ MANAGER, STATION	3	13.08	12.12	12.12 - 15.00	NA	NA NA
(187.167-154)	MANAGER, THEATER	14	7.79	7.68	6.40 - 9.45	NA	NA NA
(184.167-094)	MANAGER, TRAFFIC	33	11.84	12.00	8.45 - 14.71	9.03	5.00 - 14.22
(184.167-110)	MANAGER, TRUCK TERMINAL	5	11.15	12.00	8.89 - 12.98	8.24	4.00 - 10.56
(184.167-114)	■ MANAGER, WAREHOUSE	10	12.07	12.13	9.36 - 15.09	8.98	4.50 - 16.15
(638.261-018)	MANUFACTURERS SERVICE REPRESENTATIVE	12	10.00	10.25	8.12 - 11.35	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(050.067-014)	MARKET RESEARCH ANALYST	24	6.40	4.50	4.50 - 7.12	10.30	6.00 - 17.78
(334.374-010)	MASSEUR/MASSEUSE	6	7.60	7.53	6.25 - 8.45	NA	NA NA
(929.687-030)●	MATERIAL HANDLER	138	8.06	7.70	5.97 - 10.21	5.95	4.00 - 13.32
(222.684-010)	MEAT CLERK	24	8.18	8.65	6.97 - 9.29	6.17	3.80 - 9.49
(316.684-018)	MEAT CUTTER	121	8.52	8.65	6.00 - 10.94	5.69	4.00 - 13.13
(920.587-017)	MEAT PACKAGER	49	6.71	6.00	4.79 - 8.87	4.59	3.80 - 5.32
(620.684-014)	■MECHANIC HELPER, AUTOMOBILE	212	5.87	5.50	4.50 - 6.50	4.91	3.75 - 9.00
(621.281-014)	MECHANIC, AIRCRAFT	76	10.82	11.00	9.50 - 12.37	8.04	7.00 - 9.62
(638.261-022)	MECHANIC, AUTOMATIC PINSETTER	10	6.42	6.00	4.00 - 8.20	4.73	3.50 - 7.00
(620.261-010)●■	MECHANIC, AUTOMOBILE	821	9.23	9.00	6.50 - 12.00	6.92	3.80 - 14.69
(620.381-010)	MECHANIC, AUTOMOBILE RADIATOR	13	7.84	6.50	6.00 - 9.70	NA	NA NA
(620.261-022)●	MECHANIC, CONSTRUCTION EQUIPMENT	33	12.38	11.00	8.67 - 13.50	NA	NA NA
(625.281-010)	■MECHANIC, DIESEL	437	11.18	11.69	9.00 - 13.50	7.78	4.00 - 14.36
(828.281-010)●	MECHANIC, ELECTRONICS	95	13.76	15.91	9.50 - 16.59	7.59	5.71 - 11.25
(638.281-014)	■MECHANIC, MAINTENANCE	307	10.21	10.00	7.50 - 13.00	7.59	4.00 - 14.06
(637.261-026)	MECHANIC, REFRIGERATION	7	10.27	10.50	10.00 - 12.20	NA	NA NA
(625.281-034)	■MECHANIC, SMALL-ENGINE	40	6.16	5.17	4.50 - 7.97	4.91	4.00 - 7.00
(620.281-062)	MECHANIC, TRANSMISSION	15	7.31	7.00	3.35 - 10.00	9.17	8.00 - 10.50
(007.161-026)	MECHANICAL-ENGINEERING TECHNICIAN	5	10.33	7.69	7.08 - 14.89	8.14	5.50 - 12.00
(079.367-010)	MEDICAL ASSISTANT	162	7.71	7.15	6.12 - 8.77	6.08	4.00 - 11.54
(078.381-010)	MEDICAL LABORATORY ASSISTANT	41	7.74	7.50	6.96 - 8.48	7.30	4.94 - 9.50
(245.362-010)	MEDICAL RECORD CLERK	133	6.10	5.82	5.18 - 6.81	5.17	3.80 - 8.61
(079.367-014)	MEDICAL RECORD TECHNICIAN	4	6.80	6.75	5.94 - 7.68	6.25	5.00 - 7.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(201.362-014)	MEDICAL SECRETARY	290	7.15	7.03	6.20 - 8.00	5.61	3.60 - 8.00
(078.361-014)	MEDICAL TECHNOLOGIST	188	11.71	11.34	10.34 - 13.60	9.18	6.30 - 11.37
(189.167-026)	MEMBERSHIP DIRECTOR	5	7.77	6.92	5.77 - 10.19	NA	NA NA
(201.362-018)	■ MEMBERSHIP SECRETARY	43	5.74	5.00	4.50 - 7.63	6.01	3.80 - 9.85
(293.357-022)	■ MEMBERSHIP SOLICITOR	20	7.69	7.33	5.02 - 10.85	6.30	2.88 - 11.16
(239.567-010)	MESSENGER	135	5.27	5.00	4.20 - 6.25	4.46	3.23 - 7.10
(209.567-010)	METER READER	47	9.29	8.62	7.92 - 10.30	9.68	6.97 - 14.42
(041.061-058)	MICROBIOLOGIST	3	9.67	10.00	8.50 - 10.50	NA	NA NA
(521.682-026)	MILL OPERATOR	8	5.55	5.65	5.45 - 5.65	NA	NA NA
(638.281-018)	MILLWRIGHT	58	12.00	11.75	9.96 - 14.28	7.95	6.30 - 10.00
(899.484-010)	MOBILE-HOME-LOT UTILITY WORKER	26	7.00	7.10	5.65 - 8.00	5.58	4.00 - 10.00
(249.382-010)	■ MORTGAGE CLERK	75	7.01	6.87	6.00 - 7.69	5.63	4.00 - 8.65
(203.382-022)	MORTGAGE-PROCESSING CLERK	13	6.75	6.70	5.91 - 7.53	NA	NA NA
(960.362-010)	MOTION PICTURE PROJECTIONIST	6	5.17	5.00	5.00 - 5.25	NA	NA NA
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	58	11.46	10.59	8.61 - 13.21	7.07	4.38 - 11.00
(620.281-054)	■ MOTORCYCLE REPAIRER	7	6.40	6.00	5.00 - 7.50	4.45	3.85 - 5.00
(807.664-010)	■ MUFFLER AND EXHAUST INSTALLER	15	6.17	6.00	5.00 - 7.00	NA	NA NA
(152.041-010)	MUSICIAN, INSTRUMENTAL	13	27.62	34.15	20.82 - 34.15	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	42	7.85	7.22	6.11 - 8.65	5.53	4.04 - 7.85
(184.167-014)	NEWS DIRECTOR	12	11.21	11.78	7.30 - 13.88	9.12	5.77 - 13.46
(131.267-010)	NEWSCASTER	17	9.18	8.53	7.05 - 11.10	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	2,868	4.93	4.41	4.30 - 5.60	4.81	3.35 - 7.40
(075.264-010)	NURSE PRACTITIONER	54	10.67	10.24	7.48 - 13.54	10.58	4.00 - 15.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(075.127-018)	NURSE, HEAD	82	15.38	14.12	13.40 - 18.33	11.84	10.00 - 15.60
(075.121-010)	NURSE, INSTRUCTOR	182	15.59	16.02	15.26 - 16.67	10.77	7.50 - 17.16
(079.374-014)	NURSE, LICENSED PRACTICAL	24	7.72	8.00	7.07 - 8.00	NA	NA NA
(075.374-018)	■ NURSE, PRIVATE DUTY	81	10.39	10.81	7.00 - 13.75	8.29	3.80 - 15.00
(075.374-010)	NURSE, REGISTERED	8	13.50	15.00	11.62 - 15.00	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	86	16.00	14.56	13.54 - 18.36	13.30	8.00 - 20.76
(070.101-054)	OBSTETRICIAN	5	56.16	46.16	46.15 - 71.15	NA	NA NA
(076.121-010)	OCCUPATIONAL THERAPIST	25	13.55	13.50	12.50 - 15.25	11.35	8.00 - 15.00
(355.377-010)	OCCUPATIONAL THERAPY AIDE	5	6.51	6.43	5.64 - 7.41	5.46	4.50 - 6.11
(633.281-018)●	OFFICE MACHINE SERVICER	76	8.40	8.25	6.92 - 8.75	5.85	4.55 - 7.50
(651.482-010)	OFFSET-PRESS OPERATOR	24	10.31	11.90	7.62 - 12.59	6.21	5.00 - 7.05
(170.170-000)	ONE-PERSON OFFICE WORKER	398	6.49	6.24	5.00 - 7.46	5.08	2.31 - 9.23
(859.683-010)	■ OPERATING ENGINEER	81	12.16	12.00	11.00 - 13.43	10.08	5.77 - 14.95
(186.167-050)	OPERATIONS OFFICER	19	12.57	11.11	8.17 - 17.70	6.25	5.28 - 8.33
(070.101-058)	OPHTHALMOLOGIST	5	61.84	57.69	44.04 - 81.72	NA	NA NA
(716.280-014)	OPTICIAN, OPTICAL MECHANIC	8	9.73	8.40	5.87 - 12.00	5.16	4.50 - 5.98
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	32	8.25	7.50	6.61 - 9.50	5.65	4.50 - 7.21
(079.364-014)	OPTOMETRIC ASSISTANT	28	6.86	6.07	5.63 - 7.96	4.95	4.00 - 6.21
(079.101-018)	OPTOMETRIST	22	23.03	19.23	8.40 - 32.18	20.75	6.21 - 40.00
(249.367-054)	ORDER CLERK	105	7.22	6.80	5.92 - 8.00	5.14	3.85 - 8.00
(920.587-018)	■ PACKAGER, HAND	63	6.48	6.00	4.91 - 8.00	4.68	3.35 - 6.00
(840.381-010)	PAINTER	12	9.82	10.93	8.00 - 11.92	8.11	4.00 - 11.92
(970.381-022)	PAINTER, HAND	5	5.85	5.94	4.92 - 6.72	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(741.684-026)	PAINTER, SPRAY	32	5.54	4.50	4.25 - 6.56	5.57	4.00 - 8.09
(939.362-014)	PANELBOARD OPERATOR	22	13.88	14.20	12.45 - 15.68	12.58	10.00 - 16.75
(119.267-026)	PARALEGAL ASSISTANT	110	9.73	9.29	7.94 - 11.40	7.75	3.04 - 15.00
(915.473-010)	PARKING LOT ATTENDANT	12	4.37	4.00	4.00 - 4.53	4.15	4.00 - 4.33
(222.367-042)	PARTS CLERK	12	6.36	6.12	5.81 - 6.75	5.33	5.00 - 5.50
(070.061-010)	PATHOLOGIST	8	65.50	66.82	56.73 - 76.92	NA	NA NA
(191.157-010)	■ PAWNBROKER	14	6.99	6.75	4.21 - 9.66	NA	NA NA
(215.482-010)	PAYROLL CLERK	164	7.52	7.00	6.00 - 8.46	5.80	2.89 - 13.50
(309.674-014)	PERSONAL ATTENDANT	15	4.69	4.51	4.16 - 5.00	4.34	3.50 - 5.00
(209.362-026)	PERSONNEL CLERK	8	7.61	7.32	6.96 - 8.54	NA	NA NA
(074.161-010)	PHARMACIST	152	16.55	16.87	15.00 - 18.68	13.22	6.92 - 18.00
(074.387-010)	PHARMACY HELPER	62	7.00	6.32	5.71 - 7.37	5.88	4.00 - 18.50
(976.687-018)	■ PHOTOFINISHING LABORATORY WORKER	10	5.11	5.17	4.93 - 5.50	4.48	3.95 - 5.50
(972.382-014)	PHOTOGRAPHER, LITHOGRAPHIC	7	9.06	8.00	7.00 - 11.91	5.74	5.00 - 7.44
(143.062-030)	PHOTOGRAPHER, STILL	8	5.50	4.75	4.50 - 7.12	5.33	5.00 - 6.00
(143.062-034)	PHOTOJOURNALIST	16	7.88	6.76	6.41 - 9.98	5.64	4.33 - 9.14
(650.582-022)	PHOTOTYPESETTING SPECIALIST	10	8.15	7.34	5.43 - 11.73	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	75	16.72	14.77	13.78 - 16.33	14.18	8.66 - 25.00
(355.354-010)	PHYSICAL THERAPY AIDE	63	6.37	6.25	5.54 - 7.05	5.32	4.05 - 7.05
(079.364-018)	PHYSICAN, ASSISTANT	23	16.62	15.00	12.50 - 25.00	12.63	5.00 - 19.23
(012.167-050)	PLANNER, PRODUCTION	14	12.35	11.50	9.00 - 13.70	10.60	6.00 - 20.19
(214.482-023)	POLICY RATER, COMMERCIAL PROP & CAS	8	9.87	8.66	8.14 - 10.88	NA	NA NA
(214.482-022)	POLICY RATER, PERSONAL LINES	20	7.36	7.09	6.13 - 7.99	4.92	3.75 - 6.35

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(219.362-042)	POLICY-CHANGE CLERK	21	7.46	7.00	5.60 - 8.88	5.67	3.50 - 11.27
(249.262-010)	POLICYHOLDER INFORMATION CLERK	27	8.31	8.00	7.38 - 9.00	5.68	3.96 - 6.75
(915.687-022)	PORTER, USED CAR LOT (LOT PERSON)	7	4.53	5.00	3.80 - 5.00	4.27	3.80 - 5.00
(216.587-014)	POSTING CLERK	6	6.38	5.50	5.08 - 8.45	NA	NA NA
(189.117-026)	PRESIDENT	26	12.59	10.73	6.75 - 14.63	7.89	5.77 - 9.65
(090.117-034)	PRESIDENT, EDUCATIONAL INSTITUTION	6	14.90	11.92	8.27 - 19.76	8.88	6.00 - 11.42
(186.117-054)	PRESIDENT, FINANCIAL INSTITUTION	10	23.13	21.92	16.49 - 29.35	18.26	14.42 - 22.68
(651.362-010)	PRESS OPERATOR	17	10.60	11.16	9.68 - 12.40	7.68	5.00 - 10.95
(979.684-026)	PRINT SHOP HELPER	8	6.28	5.25	5.00 - 7.93	5.00	4.00 - 7.00
(976.682-014)	PRINTER OPERATOR, BLACK-AND-WHITE	15	8.09	7.25	7.25 - 7.25	5.67	5.00 - 6.00
(249.367-066)	PROCUREMENT CLERK	9	8.67	7.20	6.50 - 10.40	NA	NA NA
(299.137-011)	PRODUCE MANAGER	6	7.83	7.00	6.25 - 9.75	NA	NA NA
(221.382-018)	PRODUCTION CLERK	29	7.04	6.00	5.04 - 8.31	5.64	4.00 - 9.27
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	56	7.72	7.12	5.81 - 10.10	5.04	3.65 - 6.50
(652.137-010)	PRODUCTION MANAGER, REPRODUCTION	40	6.34	4.38	4.38 - 5.00	8.43	6.00 - 12.15
(699.130-010)	PRODUCTION SUPERVISOR	14	13.43	12.02	9.15 - 18.08	10.55	5.50 - 16.73
(195.227-010)	PROGRAM AIDE, GROUP WORK	8	5.53	5.00	5.00 - 5.19	5.40	5.00 - 6.00
(962.167-014)	PROGRAM ASSISTANT	13	7.03	7.11	4.85 - 8.91	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	46	10.88	9.86	7.48 - 12.81	8.28	4.00 - 18.00
(189.117-030)	PROJECT DIRECTOR	6	13.79	14.04	11.15 - 16.67	10.59	6.92 - 15.65
(217.382-010)	PROOF-MACHINE OPERATOR	53	6.22	5.86	5.07 - 7.16	4.74	3.80 - 5.77
(209.687-010)	■ PROOFREADER	6	4.51	3.85	3.80 - 5.68	NA	NA NA
(930.382-018)	PROSPECTING DRILLER	173	13.24	13.73	10.70 - 15.08	10.10	5.77 - 13.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(078.261-022)	PROSTHETIST	6	12.00	10.00	10.00 - 15.94	NA	NA NA
(822.361-018)	■ PROTECTIVE-SIGNAL INSTALLER	5	6.89	6.25	5.34 - 8.75	NA	NA NA
(045.107-022)	PSYCHOLOGIST, CLINICAL	14	18.62	19.16	11.85 - 24.18	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	33	10.94	10.48	8.38 - 12.86	9.16	4.62 - 16.56
(630.281-018)	PUMP SERVICER	9	8.26	9.45	6.50 - 9.75	NA	NA NA
(914.682-010)	■ PUMPER	28	10.74	11.25	8.65 - 13.14	8.47	5.98 - 10.50
(162.157-038)	PURCHASING AGENT	215	9.79	9.15	7.00 - 12.02	7.64	3.80 - 13.86
(976.267-010)	QUALITY-CONTROL TECHNICIAN	8	8.61	8.65	7.70 - 9.92	NA	NA NA
(823.261-018)	● RADIO MECHANIC	14	8.26	7.50	6.50 - 10.01	NA	NA NA
(070.101-090)	RADIOLOGIST	16	67.25	86.00	33.84 - 99.99	NA	NA NA
(237.367-038)	RECEPTIONIST	748	6.11	6.00	5.00 - 7.00	5.07	3.50 - 9.40
(195.227-014)	RECREATION LEADER	13	4.91	4.40	4.15 - 5.65	4.50	4.10 - 5.00
(341.367-010)	RECREATION-FACILITY ATTENDANT	30	5.30	5.00	3.80 - 5.84	4.47	3.80 - 5.00
(827.361-014)	REFRIGERATION MECHANIC	4	8.90	9.00	6.70 - 11.00	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	390	12.29	11.50	9.75 - 14.69	8.91	5.00 - 16.00
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	1,111	12.76	11.94	11.94 - 13.49	10.45	8.15 - 12.07
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	196	11.74	11.26	10.35 - 12.28	10.15	9.00 - 12.00
(131.267-018)	REPORTER	42	8.15	6.89	6.04 - 10.13	6.09	5.00 - 9.14
(976.361-010)	REPRODUCTION TECHNICIAN	9	5.03	5.00	4.37 - 5.50	4.56	3.80 - 5.00
(667.682-058)	RESAW OPERATOR	8	8.22	9.01	6.90 - 9.33	5.53	4.00 - 6.30
(109.267-010)	RESEARCH ASSISTANT	22	7.16	8.24	4.75 - 9.00	6.08	4.75 - 7.50
(313.131-014)	■ RESTAURANT CHEF	688	5.81	5.50	5.00 - 6.25	5.05	3.80 - 9.38
(930.382-026)	ROTARY DRILLER	11	17.16	14.04	13.50 - 23.66	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

O.D.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(869.684-046)	ROUSTABOUT	56	8.38	8.00	8.00 - 9.00	7.13	6.50 - 7.50
(292.353-010)	■ ROUTE DRIVER	544	6.88	5.57	4.00 - 8.75	4.83	3.50 - 9.23
(168.167-078)	SAFETY INSPECTOR	6	16.23	17.13	15.32 - 17.40	NA	NA NA
(251.257-010)	■ SALES AGENT, FINANCIAL SERVICES	26	8.21	7.06	5.80 - 9.84	5.77	5.50 - 6.81
(250.257-010)	■ SALES AGENT, INSURANCE	74	10.34	8.14	6.16 - 13.41	7.35	2.88 - 17.30
(250.357-018)	■ SALES AGENT, REAL ESTATE	19	17.72	16.35	9.62 - 32.05	NA	NA NA
(290.477-014)	■ SALES CLERK	232	4.50	4.22	4.00 - 5.00	4.03	2.50 - 5.25
(290.477-018)	SALES CLERK, FOOD	233	5.58	5.00	4.25 - 6.28	4.29	3.75 - 7.50
(250.357-022)	SALES REPRESENTATIVE	18	4.50	3.17	3.17 - 4.50	6.22	4.00 - 8.89
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	51	9.02	8.65	5.18 - 11.54	5.40	4.33 - 7.50
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	673	10.27	9.52	6.00 - 12.52	7.64	2.50 - 24.04
(277.457-010)	SALESPERSON, ART OBJECTS	8	4.71	4.47	4.06 - 5.37	NA	NA NA
(273.353-010)	SALESPERSON, AUTOMOBILE	8	9.02	8.57	6.41 - 11.56	NA	NA NA
(270.357-030)	SALESPERSON, FURNITURE	14	7.24	6.92	5.00 - 9.23	NA	NA NA
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	2,961	5.87	5.00	4.20 - 6.50	4.60	1.15 - 11.08
(279.357-058)	SALESPERSON, JEWELRY	11	6.47	5.83	5.50 - 7.62	4.77	3.50 - 6.35
(279.357-062)	SALESPERSON, PARTS	85	6.84	6.50	5.00 - 8.08	5.81	3.80 - 14.50
(701.381-014)	SAW FILER	9	10.38	10.25	9.85 - 11.12	8.39	6.00 - 11.25
(667.686-014)	SAWMILL WORKER	41	7.39	7.45	6.50 - 8.85	6.08	4.50 - 7.00
(979.684-034)	SCREEN PRINTER/DECORATOR	3	5.29	5.00	4.61 - 6.25	NA	NA NA
(201.362-030)	SECRETARY	1,275	6.65	6.26	5.25 - 7.50	5.23	2.90 - 13.85
(372.667-034)●	SECURITY GUARD	287	6.16	5.71	5.00 - 7.00	5.23	2.77 - 10.39
(369.677-010)	SELF-SERVE LAUNDRY/DRY CLEAN. ATTENDANT	21	3.82	3.80	3.80 - 4.12	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(221.367-070)	SERVICE CLERK	10	9.08	9.20	8.32 - 9.96	NA	NA NA
(807.381-022)	SERVICE MECHANIC	6	8.07	8.60	5.86 - 9.81	NA	NA NA
(959.574-010)	SERVICE REPRESENTATIVE	31	14.63	15.29	11.00 - 15.85	11.33	4.50 - 23.11
(915.467-010)	SERVICE STATION ATTENDANT	186	5.17	5.00	4.00 - 5.50	4.20	3.00 - 5.50
(955.362-010)	SEWAGE PLANT OPERATOR	8	7.55	7.59	5.48 - 9.63	NA	NA NA
(787.682-046)	■ SEWING MACHINE OPERATOR	31	5.42	4.80	4.50 - 6.40	4.34	4.00 - 4.50
(389.667-010)	■ SEXTON	7	7.53	8.03	7.50 - 8.96	NA	NA NA
(804.281-010)	SHEET METAL WORKER	26	9.80	10.00	6.12 - 12.12	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	315	6.53	6.25	5.00 - 7.88	4.99	3.50 - 9.82
(365.361-014)	SHOE REPAIRER	7	4.83	5.00	4.50 - 5.25	4.45	3.80 - 5.00
(313.361-022)	■ SHORT-ORDER COOK	1,094	5.02	5.00	4.40 - 5.50	4.36	3.35 - 7.00
(869.381-026)	SIGN ERECTOR	28	8.21	6.87	5.00 - 10.86	5.31	3.85 - 8.09
(979.684-030)	SILK-SCREEN PRINTER	10	5.17	4.70	4.37 - 6.06	NA	NA NA
(732.364-014)	SKI BINDING FITTER & REPAIRER	7	5.82	5.00	5.00 - 6.50	NA	NA NA
(955.687-014)	SNOW SHOVELER	24	7.10	6.25	5.25 - 8.22	NA	NA NA
(195.107-022)	SOCIAL WORKER, GROUP	40	5.95	5.69	5.40 - 6.41	6.09	3.80 - 8.65
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	210	9.17	8.42	6.89 - 11.30	7.74	3.80 - 12.89
(195.107-034)	■ SOCIAL WORKER, PSYCHIATRIC	26	6.94	5.63	5.58 - 8.65	6.69	5.00 - 9.60
(319.474-010)	SODA DISPENSER	59	4.07	3.85	3.80 - 4.20	3.77	3.50 - 3.85
(040.061-054)	SOIL CONSERVATIONIST	19	7.46	7.00	6.00 - 8.77	6.41	4.00 - 8.16
(813.684-022)	SOLDERER, PRODUCTION LINE	58	5.18	5.00	4.50 - 5.50	4.50	4.00 - 5.00
(166.167-046)	SPECIAL AGENT	30	12.71	14.00	11.88 - 14.00	9.47	5.77 - 11.54
(408.684-014)	SPRAYER, HAND	14	5.93	6.00	5.00 - 6.12	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(410.674-022)	STABLE ATTENDANT	3	4.38	5.00	3.13 - 5.00	NA	NA - NA
(219.362-058)	STATEMENT CLERK	4	7.67	6.21	5.33 - 11.46	NA	NA - NA
(216.382-062)	STATISTICAL CLERK	28	7.11	6.00	5.00 - 8.95	5.26	3.85 - 9.06
(202.362-014)	STENOGRAPHER	56	8.39	8.04	6.79 - 10.14	5.81	3.85 - 9.23
(222.387-058)	■ STOCK CLERK	298	5.98	5.00	4.50 - 7.00	5.24	3.35 - 14.66
(299.367-014)	■ STOCK CLERK, SELF-SERVICE STORE	28	4.75	4.25	3.85 - 4.43	3.72	3.50 - 3.85
(219.367-034)	STOCK-CONTROL CLERK	9	6.95	6.60	6.00 - 8.07	6.68	5.90 - 8.50
(922.687-058)	STORES LABORER	205	7.78	7.50	6.00 - 9.15	5.49	3.80 - 10.58
(971.381-050)	STRIPPER (PRINTING & PUBLISHING)	13	11.29	12.00	11.00 - 12.40	NA	NA - NA
(187.167-190)	SUPERINTENDENT, BUILDING	9	9.00	8.50	6.34 - 10.47	NA	NA - NA
(182.167-026)	SUPERINTENDENT, CONSTRUCTION	7	8.36	7.50	6.50 - 10.00	NA	NA - NA
(181.117-014)	SUPERINTENDENT, MINE	13	22.38	18.60	17.66 - 24.10	24.13	16.44 - 32.69
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	45	12.81	12.97	10.03 - 15.38	10.05	5.20 - 18.62
(899.133-010)	SUPERVISOR, LABOR GANG	30	15.09	11.53	8.39 - 20.19	7.01	3.27 - 8.65
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	8	10.43	10.50	8.73 - 12.12	NA	NA - NA
(862.131-022)	SUPERVISOR, OIL FIELD	4	11.81	13.19	8.48 - 13.75	NA	NA - NA
(939.131-014)	SUPERVISOR, PETROLEUM PRODUCTION	8	13.37	11.83	10.06 - 17.32	NA	NA - NA
(669.130-026)	SUPERVISOR, SAW MILL	7	9.59	10.50	8.00 - 11.08	NA	NA - NA
(365.131-010)	SUPERVISOR, SHOE REPAIR	11	13.23	14.42	11.54 - 15.38	NA	NA - NA
(187.137-014)	SUPERVISOR, VOLUNTEER SERVICES	4	8.09	8.45	6.56 - 9.25	7.16	5.00 - 9.00
(184.167-270)	SUPERVISOR, WATER CONTROL	3	10.83	11.07	7.00 - 14.42	NA	NA - NA
(070.101-094)	■ SURGEON	28	46.92	41.67	34.62 - 67.59	41.35	9.00 - 99.99
(205.367-054)	■ SURVEY WORKER	84	6.35	6.22	5.70 - 6.22	NA	NA - NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	39	8.90	8.57	8.00 - 10.00	7.55	5.00 - 11.00
(869.567-010)	SURVEYOR HELPER	74	6.79	6.12	5.25 - 8.00	6.28	4.00 - 10.13
(003.167-062)	SYSTEMS ENGINEER, BDP	7	11.44	12.40	7.50 - 13.50	10.37	6.25 - 13.87
(785.261-014)	■ TAILOR	18	5.13	5.00	4.36 - 6.00	4.51	3.80 - 5.00
(605.380-010)	TAPE CONTROL MACHINE OPERATOR	31	7.32	8.10	6.55 - 8.10	NA	NA NA
(913.463-018)	■ TAXI DRIVER	100	6.22	6.35	6.05 - 6.65	NA	NA NA
(913.367-010)	TAXICAB STARTER	4	5.20	4.50	4.12 - 6.98	NA	NA NA
(199.261-010)	TAXIDERMIST	7	6.39	5.50	4.50 - 8.00	NA	NA NA
(099.327-010)	TEACHER AIDE	35	5.01	5.20	4.80 - 5.20	4.51	3.80 - 6.00
(099.227-030)	TEACHER, ADULT EDUCATION	5	12.42	15.00	8.54 - 15.00	NA	NA NA
(092.227-014)	TEACHER, KINDERGARTEN	4	5.52	5.55	4.54 - 6.45	5.57	5.05 - 6.06
(094.227-022)	TEACHER, MENTALLY RETARDED	69	6.28	5.70	5.20 - 6.65	5.52	4.00 - 9.21
(092.227-018)	TEACHER, PRESCHOOL	102	6.16	6.00	4.96 - 7.42	5.68	3.80 - 10.00
(091.227-010)	TEACHER, SECONDARY SCHOOL	12	7.41	6.42	5.72 - 8.96	NA	NA NA
(077.121-010)	TECHNICIAN, DIETETIC	32	9.71	9.62	6.95 - 12.65	7.53	4.64 - 13.00
(003.161-010)	TECHNICIAN, ELECTRICAL	9	12.12	11.00	10.00 - 15.00	NA	NA NA
(078.362-018)	TECHNICIAN, ELECTROCARDIOGRAPH (EKG)	21	8.09	7.60	7.52 - 9.06	7.57	4.00 - 13.50
(003.161-014)	TECHNICIAN, ELECTRONIC	96	11.64	11.93	8.18 - 15.61	9.68	4.25 - 22.50
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	22	11.54	11.02	10.54 - 14.31	7.83	5.50 - 12.00
(079.374-022)	TECHNICIAN, OPERATING-ROOM	50	8.83	7.83	7.73 - 9.46	6.98	5.54 - 8.50
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	36	10.46	10.25	7.84 - 12.35	7.24	4.50 - 12.69
(078.362-026)	TECHNICIAN, X-RAY	220	10.46	10.09	9.30 - 11.57	8.39	5.60 - 13.00
(235.662-022)	TELEPHONE OPERATOR	231	7.41	6.50	5.00 - 11.23	4.91	2.88 - 7.10

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.D.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(299.357-014)	TELEPHONE SOLICITOR	14	5.01	4.00	3.80 - 5.00	7.74	3.80 - 15.63
(720.281-018)●	TELEVISION AND RADIO REPAIRER	5	9.02	8.50	7.05 - 11.25	NA	NA NA
(821.281-010)	TELEVISION CABLE INSTALLER	5	8.62	9.20	7.00 - 9.94	NA	NA NA
(211.362-018)	TELLER	585	5.76	5.54	5.01 - 6.29	4.61	3.75 - 5.86
(211.132-010)	TELLER, HEAD	18	7.64	6.92	6.24 - 8.08	5.56	4.93 - 6.41
(203.582-054)	TERMINAL OPERATOR	32	6.59	6.73	5.81 - 7.42	5.20	4.00 - 6.50
(211.467-030)	TICKET SELLER	22	3.98	4.00	3.80 - 4.00	NA	NA NA
(344.667-010)	TICKET TAKER	10	5.33	5.87	4.50 - 6.00	4.75	4.00 - 6.00
(459.387-010)	TIMBER CRUISER	14	10.84	10.00	10.00 - 12.00	NA	NA NA
(665.482-018)	TIMBER-SIZER OPERATOR	34	8.49	8.35	7.85 - 8.90	7.86	6.00 - 12.00
(750.685-014)	TIRE RECAPPER	15	8.20	7.00	6.49 - 11.25	5.17	5.00 - 5.50
(915.684-010)■	TIRE REPAIRER	103	6.47	6.50	5.50 - 8.00	5.00	3.80 - 10.82
(119.287-010)	TITLE EXAMINER	22	8.60	7.74	6.60 - 8.89	6.54	4.00 - 11.21
(209.367-046)	TITLE SEARCHER	6	7.40	7.28	5.19 - 9.64	5.80	4.50 - 8.00
(601.280-046)	TODL & DIE MAKER	9	10.68	11.30	9.11 - 12.75	7.34	5.50 - 8.35
(007.167-018)	TOOL PROGRAMER, NUMERICAL CONTROL	6	10.07	9.61	8.50 - 11.79	NA	NA NA
(295.357-014)	TOOL-AND-EQUIPMENT-RENTAL CLERK	38	5.16	4.55	4.00 - 5.56	4.44	3.80 - 5.77
(919.663-026)	TOW TRUCK OPERATOR	18	6.55	6.15	6.00 - 7.12	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(929.683-015)	TRAIL GROOHER	15	6.13	6.00	5.00 - 7.00	NA	NA NA
(203.582-058)	TRANSCRIBING MACHINE OPERATOR	12	7.10	6.94	5.97 - 8.32	6.29	5.00 - 7.50
(252.157-010)■	TRAVEL AGENT	57	6.63	6.33	5.50 - 7.55	4.47	3.80 - 5.77
(186.117-070)	TREASURER, FINANCIAL INSTITUTION	13	9.09	9.23	5.76 - 12.34	7.53	4.62 - 9.65

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(452.081-010)	TREE PLANTER	20	9.55	10.00	8.50 - 10.00	NA	NA NA
(408.684-018)	TREE PRUNER	18	4.55	4.50	3.80 - 4.50	NA	NA NA
(667.482-022)	TRIMMER SAWYER	11	7.48	7.00	6.30 - 9.10	NA	NA NA
(905.687-010)	TRUCK DRIVER HELPER	6	6.63	6.75	5.18 - 8.00	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	374	11.00	10.00	7.50 - 13.73	6.96	4.50 - 16.08
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	57	9.95	9.50	7.60 - 13.40	7.24	5.00 - 10.98
(906.683-022)	■ TRUCK DRIVER, LIGHT	186	7.74	7.00	5.50 - 10.00	6.10	3.50 - 13.50
(903.683-018)	TRUCK DRIVER, TANK	38	6.72	7.00	5.45 - 8.50	NA	NA NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	503	9.75	10.00	8.00 - 11.33	7.21	3.09 - 11.95
(169.167-058)	UNDERWRITER, AUTOMOBILE	8	9.32	9.96	6.04 - 12.16	6.94	5.13 - 9.13
(169.167-067)	UNDERWRITER, COMM. PROP. & CAS.	10	14.20	8.92	6.81 - 20.43	NA	NA NA
(169.167-064)	UNDERWRITER, LIFE	6	17.20	13.82	5.58 - 29.08	NA	NA NA
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	18	8.98	8.00	7.27 - 9.43	5.45	3.80 - 7.00
(169.167-066)	■ UNDERWRITER, PERSONAL-LINE	7	7.64	7.50	6.15 - 8.09	6.00	6.00 - 6.00
(219.367-038)	UNDERWRITING CLERK	27	8.38	6.75	6.00 - 11.23	5.66	4.50 - 7.21
(620.684-034)	USED CAR RENOVATOR	21	4.59	4.50	4.00 - 4.67	3.88	3.80 - 4.00
(723.381-014)	VACUUM CLEANER REPAIRER	10	6.61	6.82	5.25 - 8.54	4.02	3.80 - 4.25
(905.687-014)	VAN-DRIVER HELPER	21	7.74	8.50	6.50 - 8.50	5.69	5.00 - 6.50
(073.101-010)	■ VETERINARIAN	20	11.10	11.41	9.20 - 13.20	8.34	5.77 - 12.50
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	12	16.71	14.95	13.19 - 18.27	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	3,161	3.99	3.80	3.80 - 4.00	3.87	3.10 - 6.00
(311.477-018)	WAITER/WAITRESS, BAR	74	4.23	4.05	3.80 - 4.31	3.94	3.80 - 4.25
(929.137-018)	WAREHOUSE SUPERVISOR (MOTOR TRANS.)	13	10.19	8.85	8.20 - 11.89	7.30	5.00 - 12.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(363.685-010)	WEARING-APPAREL PRESSER	25	4.78	4.35	4.11 - 5.64	NA	NA NA
(359.367-014)	WEIGHT-REDUCTION SPECIALIST	9	6.98	6.25	5.75 - 7.00	7.93	4.50 - 13.30
(819.131-014)	WELD-SHOP SUPERVISOR	25	10.79	9.40	9.40 - 12.67	9.21	6.35 - 13.70
(810.384-010)	WELDER, APPRENTICE	17	5.43	5.00	4.50 - 5.25	NA	NA NA
(810.384-014)	WELDER, ARC	17	9.06	9.00	7.46 - 9.37	8.05	6.50 - 11.00
(819.384-010)	WELDER, COMBINATION	224	9.47	8.87	7.05 - 11.92	7.38	4.00 - 13.30
(811.684-014)	WELDER, GAS	13	14.03	15.14	13.83 - 15.14	NA	NA NA
(342.667-010)	WHARF ATTENDANT	6	3.85	3.85	3.80 - 3.87	NA	NA NA
(769.687-054)	WOODWORKING SHOP HAND	15	5.33	4.50	4.50 - 6.00	4.80	4.00 - 5.50
(150.000-004)	WORD PROCESSING SPECIALIST	7	6.32	6.75	6.17 - 7.20	5.62	3.08 - 6.93
(203.362-022)	WORD-PROCESSING-MACHINE OPERATOR	6	8.34	8.37	7.49 - 9.18	7.70	6.50 - 8.59
(131.267-026)	WRITER, TECHNICAL	5	8.56	8.65	8.07 - 9.00	NA	NA NA
(910.137-046)	YARD MANAGER	7	9.65	10.40	5.77 - 13.27	NA	NA NA
(929.137-030)	YARD SUPERVISOR, BLDG MATERIALS/LUMBER	5	7.19	7.00	5.25 - 9.23	NA	NA NA
(301.687-018)	YARD WORKER	42	5.39	5.00	4.37 - 6.01	4.28	3.80 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 1 Wage Information



REGION 1: Flathead, Lake, Lincoln, and Sanders Counties

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	118	11.64	10.19	8.65 - 13.21	7.93	3.80 - 13.67
(216.482-010)	ACCOUNTING CLERK	100	7.27	6.75	5.91 - 8.04	5.57	3.80 - 9.00
(187.137-010)	■ ACTIVITY COORDINATOR	10	6.29	6.17	5.52 - 7.16	4.77	4.25 - 5.57
(169.167-010)	ADMINISTRATIVE ASSISTANT	15	10.11	8.37	6.92 - 10.71	7.66	5.77 - 11.54
(169.167-014)	ADMINISTRATIVE SECRETARY	16	9.36	8.88	8.28 - 9.93	7.04	6.00 - 7.88
(187.117-010)	ADMINISTRATOR, HOSPITAL	5	15.83	14.50	14.50 - 17.83	NA	NA NA
(186.117-074)	■ ADMINISTRATOR, TRUST	11	12.02	10.29	7.53 - 16.77	NA	NA NA
(196.263-014)	■ AIRPLANE PILOT, COMMERCIAL	8	12.53	12.11	11.21 - 15.65	NA	NA NA
(079.361-014)	ANIMAL HEALTH TECHNICIAN	3	6.83	6.50	6.50 - 7.50	NA	NA NA
(706.687-010)	■ ASSEMBLER, PRODUCTION	71	4.82	4.25	4.00 - 5.25	4.50	4.00 - 5.00
(185.167-047)	■ ASSISTANT RETAIL MANAGER	80	8.98	8.25	6.05 - 11.68	5.68	3.75 - 12.74
(189.117-010)	ASSOCIATION EXECUTIVE	6	10.67	11.35	7.55 - 13.31	8.67	6.77 - 11.54
(807.381-010)	AUTO BODY REPAIRER	12	11.56	10.19	9.12 - 15.60	NA	NA NA
(920.687-014)	BAGGER, GROCERY PACKER	11	3.89	3.80	3.80 - 4.00	NA	NA NA
(313.381-010)	BAKER	13	5.81	5.25	4.25 - 6.25	4.20	3.80 - 4.79
(312.474-010)	■ BARTENDER	186	5.22	5.00	4.50 - 6.00	4.55	3.69 - 6.50
(639.681-010)	■ BICYCLE REPAIRER	4	6.06	6.12	5.25 - 6.81	NA	NA NA
(214.382-014)	BILLING CLERK	26	7.12	7.00	5.50 - 7.75	5.93	4.00 - 8.19
(807.361-014)	■ BOAT REPAIRER	5	8.40	8.25	7.25 - 9.62	NA	NA NA
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	250	7.16	6.87	5.75 - 8.20	5.54	2.60 - 10.00
(454.684-010)	■ BUCKER	14	9.61	9.75	7.25 - 11.50	8.30	5.00 - 10.00
(913.463-010)	■ BUS DRIVER	226	6.57	5.50	5.50 - 7.51	5.95	4.25 - 8.00
(660.280-010)	CABINETMAKER	16	9.32	8.50	6.50 - 11.36	5.82	4.61 - 8.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(301.687-010) ■	CARETAKER	15	4.43	4.00	4.00 - 5.00	3.42	2.02 - 4.25
(860.381-022)	CARPENTER	7	10.74	10.00	8.65 - 14.78	9.38	6.00 - 14.78
(864.381-010) ●■	CARPET LAYER	3	10.17	10.50	9.50 - 10.50	NA	NA NA
(211.462-014) ■	CASHIER-CHECKER	505	6.51	5.40	4.25 - 9.04	4.12	3.70 - 5.00
(211.362-010)	CASHIER, GENERAL	250	4.78	4.50	4.00 - 5.07	4.14	3.30 - 5.00
(211.462-010)	CASHIER, OFFICE	13	4.90	5.00	4.17 - 5.50	3.79	3.35 - 4.00
(669.686-018)	CHAIN OFF-BEARER	12	6.27	6.50	6.31 - 6.50	NA	NA NA
(454.687-010) ■	CHAINSAW OPERATOR	5	12.40	12.00	12.00 - 13.00	NA	NA NA
(216.387-010)	CHECK-PROCESSING CLERK	14	5.92	5.74	5.12 - 5.98	NA	NA NA
(359.677-018) ■	CHILD CARE WORKER	31	4.71	4.50	4.50 - 5.00	4.27	3.80 - 5.00
(241.217-010) ■	CLAIM ADJUSTER	22	17.48	15.59	14.85 - 18.07	11.80	9.14 - 14.64
(241.362-010)	CLAIMS CLERK	30	8.40	7.90	7.24 - 8.50	6.21	5.00 - 7.59
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014) ■	CLEANER, COMMERCIAL OR INSTITUTIONAL	256	5.52	5.00	4.00 - 6.41	5.15	3.40 - 20.00
(919.687-014) ■	CLEANER, TRANSPORTATION VEHICLES	6	4.21	4.00	4.00 - 4.43	NA	NA NA
(203.362-010)	CLERK-TYPIST	82	6.21	6.25	5.00 - 7.39	4.97	3.46 - 7.48
(209.562-010)	CLERK, GENERAL	206	6.45	6.00	5.23 - 7.25	4.89	3.75 - 7.50
(639.281-014) ●	COIN-MACHINE-SERVICE REPAIRER	14	8.66	10.00	5.87 - 10.22	NA	NA NA
(213.362-010) ■	COMPUTER OPERATOR	71	6.92	6.85	5.40 - 8.12	5.63	4.00 - 9.53
(020.187-010) ■	COMPUTER PROGRAMMER	6	9.19	8.60	7.37 - 11.72	NA	NA NA
(012.167-066)	COMPUTER SYSTEMS ANALYST	23	13.26	13.14	12.31 - 13.85	10.60	5.00 - 17.00
(186.117-014)	CONTROLLER	13	18.12	18.03	14.16 - 23.62	15.00	5.77 - 20.39
(526.381-026)	COOK, KETTLE	5	5.45	5.25	5.00 - 6.00	3.95	3.85 - 4.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(315.361-010)	■ COOK, MESS	62	5.92	5.45	4.80 - 6.58	4.84	3.80 - 7.54
(313.361-014)	COOK, RESTAURANT	11	6.76	6.50	5.25 - 8.00	7.95	4.25 - 11.60
(160.167-018)	COST ACCOUNTANT	30	14.14	13.85	12.57 - 16.61	10.05	5.77 - 13.43
(211.000-000)	COURTESY CLERK-SACK PERSON	82	3.88	3.80	3.80 - 3.85	3.90	3.80 - 4.00
(205.367-022)	■ CREDIT CLERK	25	6.82	6.66	6.09 - 7.82	4.79	4.00 - 5.56
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	15	11.17	11.80	9.79 - 11.80	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	6	7.10	6.45	5.48 - 9.31	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	23	5.08	5.00	4.50 - 5.50	4.11	3.80 - 4.75
(230.667-010)	■ DELIVERER, OUTSIDE	7	5.47	5.50	4.40 - 6.30	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	71	7.47	7.00	6.25 - 8.35	5.75	3.50 - 9.20
(078.361-010)	■ DENTAL HYGIENIST	25	14.62	14.50	12.75 - 17.07	12.10	4.00 - 17.00
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	5	10.30	11.25	6.37 - 13.74	NA	NA NA
(072.101-010)	DENTIST	7	23.46	23.16	8.50 - 37.50	13.37	11.25 - 17.31
(142.081-010)	■ DESIGNER, FLORAL	19	4.74	4.25	3.80 - 6.00	4.21	3.80 - 5.00
(142.061-026)	DESIGNER, INDUSTRIAL	7	8.98	7.00	5.00 - 15.38	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	18	4.00	3.80	3.80 - 4.25	NA	NA NA
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	9	11.16	8.75	7.57 - 15.38	10.57	6.50 - 17.31
(187.167-030)	■ DIRECTOR, FUNERAL	5	11.28	10.50	9.96 - 12.98	9.53	8.65 - 10.50
(187.117-018)	DIRECTOR, INSTITUTION	4	9.87	9.34	5.89 - 14.37	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	11	17.67	15.14	11.54 - 16.25	NA	NA NA
(824.261-010)	ELECTRICIAN	8	13.63	15.51	10.56 - 15.51	NA	NA NA
(828.251-010)	■ ELECTRONIC SALES & SERVICE TECHNICIAN	8	7.68	7.71	6.92 - 8.61	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	18	15.69	14.84	12.38 - 17.77	12.97	10.00 - 16.36

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(007.167-014)	ENGINEER, PLANT	5	20.20	22.98	13.50 - 25.50	NA	NA NA
(119.367-010)	ESCROW OFFICER	4	7.79	7.87	5.13 - 10.36	5.67	4.33 - 6.92
(187.167-046)	EXECUTIVE HOUSEKEEPER	7	4.81	4.40	4.40 - 5.00	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	95	21.17	21.87	15.14 - 26.00	15.38	2.77 - 25.00
(454.384-010)	■ FALLER	15	18.87	20.00	15.00 - 22.50	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	8	7.88	8.50	6.35 - 8.95	6.93	5.00 - 9.78
(185.137-011)	FAST FOOD ASSISTANT MANAGER	15	5.04	4.95	4.60 - 5.25	4.64	4.00 - 5.13
(311.472-010)	FAST-FOODS WORKER	288	4.03	3.95	3.80 - 4.15	3.79	3.35 - 4.25
(206.362-010)	FILE CLERK	28	5.03	4.81	4.37 - 5.76	4.44	3.95 - 5.50
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	30	5.91	5.97	4.70 - 6.70	NA	NA NA
(040.061-034)	FORESTER	74	10.11	10.00	10.00 - 10.00	NA	NA NA
(909.687-010) ●	GARBAGE COLLECTOR	46	12.01	13.28	12.73 - 13.28	NA	NA NA
(625.281-026)	GAS-ENGINE REPAIRER	5	9.74	9.70	8.50 - 11.00	NA	NA NA
(600.280-022)	GENERAL MACHINIST	21	10.49	11.50	9.50 - 11.92	8.15	6.00 - 11.92
(070.101-022)	■ GENERAL PRACTITIONER	6	27.56	27.40	20.86 - 31.89	NA	NA NA
(024.061-018)	GEOLOGIST	11	18.92	20.67	13.75 - 23.84	NA	NA NA
(865.381-010)	GLAZIER	13	9.44	10.00	8.00 - 11.12	7.67	5.50 - 10.00
(669.587-010)	GRADER	28	7.50	7.60	7.60 - 7.60	NA	NA NA
(406.683-010)	GREENSKEEPER	16	5.26	4.50	3.85 - 5.37	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	30	7.43	6.50	6.00 - 8.12	5.20	3.80 - 6.00
(313.381-000)	■ GROCERY-STORE BAKER	20	7.26	7.68	5.00 - 9.26	4.75	3.80 - 6.45
(406.684-014) ● ■	■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	23	6.04	5.35	4.62 - 7.00	4.80	3.80 - 7.50
(353.161-010)	■ GUIDE, HUNTING AND FISHING	20	4.98	5.27	3.80 - 6.00	4.11	2.31 - 6.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(353.167-010)	GUIDE, TRAVEL	13	5.93	4.85	4.65 - 7.50	NA	NA - NA
(332.271-018)	■ HAIR STYLIST	28	4.40	4.35	4.35 - 4.35	NA	NA - NA
(405.687-014)	HORTICULTURAL LABORER	14	4.41	4.25	4.25 - 4.50	4.00	4.00 - 4.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	6	5.47	5.49	5.10 - 5.84	NA	NA - NA
(310.137-010)	HOST/HOSTESS, RESTAURANT	8	4.39	4.50	3.97 - 4.50	NA	NA - NA
(238.362-010)	■ HOTEL (MOTEL) CLERK	47	4.69	4.50	4.05 - 5.00	4.12	3.80 - 4.50
(323.687-018)	HOUSECLEANER	14	4.66	5.00	4.25 - 5.00	NA	NA - NA
(321.137-010)	■ HOUSEKEEPER	26	4.01	3.80	3.80 - 4.25	NA	NA - NA
(160.167-034)	INTERNAL AUDITOR	7	12.28	12.75	8.17 - 15.13	10.69	5.60 - 14.42
(222.387-026)	■ INVENTORY CLERK	11	6.87	6.25	4.75 - 9.01	6.03	4.05 - 8.00
(382.664-010)	●■ JANITOR	183	4.94	4.25	4.25 - 5.50	4.94	2.88 - 8.08
(381.137-010)	● JANITORIAL SERVICES SUPERVISOR	7	5.54	5.00	5.00 - 7.00	NA	NA - NA
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	9	9.59	6.80	6.34 - 13.55	5.41	4.80 - 6.43
(318.687-010)	■ KITCHEN HELPER	282	4.13	4.00	3.80 - 4.30	3.90	3.35 - 5.00
(500.000-000)	■ LABORER, GENERAL	242	7.01	7.42	4.00 - 10.38	5.13	3.50 - 10.38
(408.687-014)	LABORER, LANDSCAPE	14	5.91	5.75	5.00 - 6.25	NA	NA - NA
(018.167-018)	LAND SURVEYOR	8	10.17	9.75	8.16 - 10.71	8.52	7.00 - 10.00
(361.684-014)	LAUNDRY WORKER	41	5.68	5.75	4.50 - 6.77	4.55	3.80 - 5.99
(110.107-010)	■ LAWYER	40	17.64	16.16	13.19 - 21.26	12.07	9.23 - 15.18
(201.362-010)	LEGAL SECRETARY	61	7.63	7.53	6.92 - 8.37	5.38	3.64 - 6.98
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	34	9.46	9.70	8.73 - 10.37	NA	NA - NA
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	14	7.85	7.94	7.45 - 8.32	6.63	5.00 - 8.00
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	22	7.97	8.10	7.84 - 8.31	NA	NA - NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(821.361-026)	LINE REPAIRER	28	18.68	18.45	18.09 - 19.09	15.78	13.85 - 18.29
(912.687-010)	LINE-SERVICE ATTENDANT	8	5.46	5.00	3.80 - 6.45	NA	NA NA
(186.267-018)	■ LOAN OFFICER	66	12.63	12.12	9.87 - 15.09	7.98	6.82 - 9.16
(455.367-010)	LOG GRAZER	4	6.71	7.00	5.01 - 8.12	NA	NA NA
(921.683-058)	■ LOG LOADER	6	12.85	12.75	10.75 - 15.15	11.00	10.00 - 13.00
(454.684-018)	■ LOGGER, ALL AROUND	47	12.03	12.00	12.00 - 13.00	10.30	8.00 - 12.00
(929.683-010)	■ LOGGING TRACTOR OPERATOR	14	12.29	12.25	11.75 - 12.50	NA	NA NA
(209.587-026)	MAIL CLERK	15	7.05	5.67	5.19 - 11.27	5.26	4.00 - 9.00
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	49	7.70	7.50	6.02 - 9.05	6.05	4.00 - 11.00
(189.167-018)	MANAGEMENT TRAINEE	29	4.44	4.25	4.00 - 4.56	4.32	3.80 - 5.19
(163.167-010)	■ MANAGER, ADVERTISING	4	14.49	14.23	7.85 - 21.36	NA	NA NA
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	6	11.47	9.55	5.91 - 14.99	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	13	10.15	9.42	7.54 - 12.34	8.23	6.26 - 12.09
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	16.47	16.50	11.44 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	64	9.99	8.80	6.25 - 12.37	7.25	3.80 - 14.91
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	23	7.02	6.92	5.25 - 7.25	5.51	4.00 - 7.50
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	45	14.92	15.14	10.96 - 17.19	9.61	6.92 - 13.44
(187.167-106)	MANAGER, FOOD SERVICE	10	8.12	6.97	5.25 - 11.91	NA	NA NA
(187.167-114)	MANAGER, GOLF CLUB	3	21.15	23.08	17.30 - 23.08	NA	NA NA
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	23	13.38	13.08	12.02 - 15.55	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	5	19.39	22.49	10.22 - 27.00	15.92	4.94 - 23.45
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	10	7.87	7.53	5.98 - 9.68	NA	NA NA
(320.137-014)	■ MANAGER, LOGGING FACILITIES	23	8.13	5.77	5.00 - 9.23	11.36	4.00 - 32.32

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(185.167-034)	■ MANAGER, MERCHANDISE	9	12.10	8.75	6.31 - 20.77	4.33	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	164	10.10	8.65	6.76 - 11.90	7.59	3.13 - 20.00
(183.117-014)	MANAGER, PLANT	9	13.04	12.35	8.36 - 15.75	7.77	5.77 - 11.54
(185.167-046)	■ MANAGER, RETAIL STORE	188	9.43	8.65	6.00 - 11.97	7.17	1.92 - 15.14
(012.167-058)	MANAGER, SAFETY	5	15.01	17.97	10.25 - 18.28	11.73	6.00 - 15.52
(163.167-018)	■ MANAGER, SALES	23	12.06	10.00	8.65 - 15.02	6.65	3.66 - 10.82
(184.167-094)	MANAGER, TRAFFIC	4	11.61	11.29	9.88 - 13.66	NA	NA NA
(929.687-030)	● MATERIAL HANDLER	22	10.53	10.84	7.87 - 12.42	NA	NA NA
(222.684-010)	MEAT CLERK	4	7.45	7.57	6.12 - 8.65	NA	NA NA
(316.684-018)	MEAT CUTTER	35	10.13	10.80	9.75 - 11.05	5.45	4.50 - 6.65
(920.587-017)	MEAT PACKAGER	24	7.48	8.76	5.50 - 8.89	4.67	4.00 - 5.32
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	35	5.96	5.50	4.50 - 6.92	4.71	3.80 - 6.00
(621.281-014)	MECHANIC, AIRCRAFT	6	9.73	9.97	7.62 - 11.70	NA	NA NA
(620.261-010)	●■ MECHANIC, AUTOMOBILE	198	9.66	9.10	6.70 - 13.00	7.58	5.00 - 14.69
(625.281-010)	■ MECHANIC, DIESEL	115	12.14	12.45	11.83 - 13.75	8.59	5.00 - 12.57
(828.281-010)	● MECHANIC, ELECTRONICS	30	14.70	15.91	15.20 - 15.91	NA	NA NA
(638.281-014)	■ MECHANIC, MAINTENANCE	54	10.71	11.92	9.00 - 11.92	7.11	4.33 - 11.92
(625.281-034)	■ MECHANIC, SMALL-ENGINE	6	6.42	5.25	5.00 - 9.00	NA	NA NA
(079.367-010)	MEDICAL ASSISTANT	25	7.25	6.75	6.02 - 8.00	5.41	4.00 - 7.00
(245.362-010)	MEDICAL RECORD CLERK	21	7.12	7.11	5.62 - 7.67	5.62	4.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	26	6.84	6.55	5.96 - 7.62	5.85	4.00 - 8.00
(078.361-014)	MEDICAL TECHNOLOGIST	27	11.78	13.10	10.28 - 13.61	NA	NA NA
(239.567-010)	MESSENGER	20	5.16	5.00	4.03 - 6.00	4.98	3.75 - 7.10

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(209.567-010)	METER READER	8	11.24	12.01	10.61 - 12.01	NA	NA - NA
(638.281-018)	HILLWRIGHT	21	11.64	11.25	10.00 - 13.78	NA	NA - NA
(249.382-010)	■ MORTGAGE CLERK	32	6.67	6.46	5.59 - 7.19	4.98	4.00 - 6.00
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	4	12.05	12.25	11.03 - 12.87	NA	NA - NA
(205.362-026)	NEW-ACCOUNTS CLERK	16	8.14	7.08	5.96 - 9.02	6.16	5.14 - 7.85
(355.674-014)	NURSE AIDE/ORDERLY	222	5.78	5.94	5.00 - 6.65	5.23	4.00 - 7.10
(075.127-018)	NURSE, HEAD	6	12.86	12.00	11.76 - 14.38	NA	NA - NA
(075.121-010)	NURSE, INSTRUCTOR	6	16.94	16.95	12.55 - 21.37	NA	NA - NA
(075.374-018)	■ NURSE, PRIVATE DUTY	26	11.55	11.25	10.25 - 12.12	9.12	6.00 - 11.00
(075.127-022)	NURSE, SUPERVISOR	21	15.47	14.40	12.75 - 18.49	12.83	10.25 - 14.73
(170.170-000)	ONE-PERSON OFFICE WORKER	55	6.60	6.50	5.50 - 7.50	5.12	3.37 - 8.24
(859.683-010)	■ OPERATING ENGINEER	27	12.22	12.60	10.75 - 13.43	10.30	8.00 - 12.00
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	6	8.45	7.75	7.40 - 10.21	NA	NA - NA
(249.367-054)	ORDER CLERK	15	6.49	5.75	4.50 - 7.00	4.42	3.85 - 5.25
(920.587-018)	■ PACKAGER, HAND	9	6.01	6.00	4.75 - 6.30	5.15	4.50 - 6.00
(119.267-026)	PARALEGAL ASSISTANT	11	9.63	8.21	8.00 - 11.36	7.77	6.00 - 10.12
(222.367-042)	PARTS CLERK	7	6.03	6.00	5.75 - 6.75	NA	NA - NA
(215.482-010)	PAYROLL CLERK	37	7.82	7.61	6.00 - 9.00	5.80	2.89 - 9.26
(309.674-014)	PERSONAL ATTENDANT	3	4.67	4.51	4.51 - 5.00	NA	NA - NA
(074.161-010)	PHARMACIST	34	17.41	17.06	16.63 - 18.81	15.02	12.00 - 16.82
(074.387-010)	PHARMACY HELPER	19	8.62	7.00	5.50 - 10.00	7.49	4.50 - 18.50
(076.121-014)	PHYSICAL THERAPIST	17	16.56	15.14	14.77 - 15.87	11.84	8.66 - 14.00
(355.354-010)	PHYSICAL THERAPY AIDE	17	6.34	6.50	5.88 - 7.01	5.20	4.50 - 6.18

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(079.364-018)	PHYSICIAN, ASSISTANT	8	21.07	25.64	13.88 - 25.64	NA	NA - NA
(012.167-050)	PLANNER, PRODUCTION	5	10.87	11.00	9.45 - 12.22	NA	NA - NA
(221.382-018)	PRODUCTION CLERK	8	7.27	5.88	4.75 - 7.59	5.50	4.00 - 7.50
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	13	7.03	6.39	6.00 - 8.25	NA	NA - NA
(652.137-010)	PRODUCTION MANAGER, REPRODUCTION	4	9.10	9.27	8.27 - 9.76	NA	NA - NA
(699.130-010)	PRODUCTION SUPERVISOR	4	18.29	18.39	9.75 - 26.72	NA	NA - NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	6	8.14	8.18	7.11 - 9.88	NA	NA - NA
(217.382-010)	PROOF-MACHINE OPERATOR	13	6.67	6.66	5.28 - 7.83	4.90	4.00 - 5.77
(162.157-038)	PURCHASING AGENT	54	9.65	9.62	7.33 - 11.30	8.07	4.00 - 13.13
(070.101-090)	RADIOLOGIST	5	75.37	86.00	59.15 - 86.27	NA	NA - NA
(237.367-038)	RECEPTIONIST	128	6.13	6.00	5.00 - 7.00	4.98	3.65 - 8.50
(341.367-010)	RECREATION-FACILITY ATTENDANT	15	5.71	5.50	5.00 - 6.41	4.56	4.17 - 5.00
(075.374-014)	REGISTERED NURSE, CLINIC	161	15.06	15.56	13.39 - 17.55	8.79	5.50 - 13.23
(313.131-014)	■ RESTAURANT CHEF	112	5.87	5.50	5.00 - 6.50	5.21	3.80 - 8.39
(292.353-010)	■ ROUTE DRIVER	171	6.97	3.90	3.85 - 8.60	5.02	3.80 - 6.92
(250.257-010)	■ SALES AGENT, INSURANCE	9	13.35	11.33	7.50 - 20.78	NA	NA - NA
(290.477-014)	■ SALES CLERK	18	5.30	5.37	4.37 - 5.63	4.23	3.75 - 5.25
(290.477-018)	SALES CLERK, FOOD	77	5.39	4.80	4.25 - 6.28	4.23	3.75 - 5.32
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	229	11.01	11.10	6.70 - 12.83	7.98	3.85 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	486	5.89	5.00	4.25 - 6.35	4.56	3.50 - 8.65
(279.357-062)	SALESPERSON, PARTS	4	6.50	6.66	4.31 - 8.50	NA	NA - NA
(201.362-030)	SECRETARY	248	7.14	6.80	5.50 - 8.35	5.16	3.50 - 10.00
(372.667-034)●	SECURITY GUARD	72	5.68	5.15	5.00 - 6.67	6.53	4.00 - 8.15

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(915.467-010)	SERVICE STATION ATTENDANT	10	5.02	4.05	4.00 - 6.99	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	81	6.92	6.50	5.76 - 8.50	4.68	3.50 - 7.00
(313.361-022)	■ SHORT-ORDER COOK	186	5.07	5.00	4.50 - 5.50	4.55	3.69 - 6.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	58	9.92	9.00	7.42 - 12.31	9.20	7.12 - 12.13
(216.382-062)	STATISTICAL CLERK	6	7.96	6.62	4.40 - 12.38	NA	NA NA
(202.362-014)	STENOGRAPHER	12	9.16	8.86	6.50 - 11.96	5.23	5.00 - 5.48
(222.387-058)	■ STOCK CLERK	67	6.39	5.25	4.50 - 7.35	5.00	3.85 - 10.52
(922.687-058)	STORES LABORER	37	8.34	7.95	6.13 - 10.58	6.60	4.00 - 10.58
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	23	13.60	12.97	12.35 - 15.38	9.74	7.50 - 12.35
(205.367-054)	■ SURVEY WORKER	79	6.43	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	6	8.73	9.10	7.37 - 9.73	6.05	5.00 - 7.14
(869.567-010)	SURVEYOR HELPER	12	7.20	7.14	6.06 - 7.96	5.86	5.00 - 6.50
(092.227-018)	TEACHER, PRESCHOOL	4	8.70	8.60	7.20 - 10.29	NA	NA NA
(077.121-010)	TECHNICIAN, DIETETIC	8	11.31	12.72	8.18 - 13.59	NA	NA NA
(003.161-014)	TECHNICIAN, ELECTRONIC	25	8.40	7.34	7.08 - 8.66	8.45	6.00 - 13.24
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	11	10.76	10.54	10.54 - 11.50	NA	NA NA
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	15	11.90	12.35	10.82 - 12.35	9.08	6.00 - 12.69
(078.362-026)	TECHNICIAN, X-RAY	29	11.16	11.24	10.00 - 12.53	8.90	8.00 - 10.01
(235.662-022)	TELEPHONE OPERATOR	26	5.67	5.61	4.18 - 6.70	5.08	4.00 - 7.10
(211.362-018)	TELLER	200	5.89	5.65	5.20 - 6.26	4.68	4.00 - 5.37
(203.582-054)	TERMINAL OPERATOR	10	6.92	6.92	6.00 - 7.54	NA	NA NA
(665.482-018)	TIMBER-SIZER OPERATOR	6	9.01	9.50	7.26 - 10.27	NA	NA NA
(915.684-010)	■ TIRE REPAIRER	22	6.53	6.42	5.85 - 7.50	4.90	4.50 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 1 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(119.287-010)	TITLE EXAMINER	3	7.64	8.08	6.06 - 8.78	NA	NA NA
(601.280-046)	TOOL & DIE MAKER	7	11.42	11.40	9.57 - 12.86	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(252.157-010)	■ TRAVEL AGENT	3	5.55	5.50	5.15 - 6.00	NA	NA NA
(452.081-010)	TREE PLANTER	8	8.87	8.25	8.00 - 9.62	NA	NA NA
(667.482-022)	TRIMMER SAWYER	4	7.06	7.00	6.62 - 7.56	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	26	8.32	8.37	7.00 - 9.34	6.19	4.62 - 9.00
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	42	10.50	10.98	7.78 - 13.40	7.16	5.00 - 10.98
(906.683-022)	■ TRUCK DRIVER, LIGHT	44	6.35	5.37	4.00 - 9.50	5.77	4.25 - 9.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	82	8.97	9.25	8.85 - 10.00	7.94	3.09 - 10.00
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	7	7.82	8.00	7.38 - 8.75	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	559	3.94	3.80	3.80 - 4.00	3.83	3.35 - 4.75
(311.477-018)	WAITER/WAITRESS, BAR	13	3.98	4.00	3.80 - 4.00	NA	NA NA
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(810.384-014)	WELDER, ARC	5	8.35	7.43	6.98 - 10.18	NA	NA NA
(819.384-010)	WELDER, COMBINATION	58	11.58	11.92	10.75 - 11.92	NA	NA NA
(301.687-018)	YARD WORKER	17	6.08	5.85	5.00 - 7.00	4.67	4.50 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 2 Wage Information



REGION 2: Mineral, Missoula, and Ravalli Counties

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	131	11.86	10.38	8.99 - 13.70	8.24	3.46 - 15.17
(216.482-010)	ACCOUNTING CLERK	89	7.24	6.81	6.00 - 8.09	5.54	3.80 - 8.00
(187.137-010)	■ ACTIVITY COORDINATOR	21	6.30	6.41	4.88 - 7.14	6.29	4.25 - 11.35
(169.167-010)	ADMINISTRATIVE ASSISTANT	22	9.70	9.12	7.56 - 10.12	6.56	4.00 - 8.65
(219.362-010)	ADMINISTRATIVE CLERK	6	6.38	6.64	4.92 - 7.60	5.11	4.00 - 7.00
(169.167-014)	ADMINISTRATIVE SECRETARY	20	8.61	8.46	7.67 - 9.21	7.39	6.31 - 9.38
(187.117-010)	ADMINISTRATOR, HOSPITAL	14	21.03	19.23	15.38 - 24.23	NA	NA NA
(196.263-014)	■ AIRPLANE PILOT, COMMERCIAL	12	11.98	12.55	10.27 - 13.00	9.04	7.50 - 10.00
(410.674-010)	ANIMAL CARETAKER	20	5.02	5.00	4.50 - 5.50	4.26	3.80 - 5.00
(001.061-010)	ARCHITECT	11	13.16	12.00	10.50 - 13.85	NA	NA NA
(141.031-010)	ART DIRECTOR	5	12.85	11.25	8.31 - 18.18	NA	NA NA
(706.687-010)	■ ASSEMBLER, PRODUCTION	46	8.05	9.54	5.93 - 9.82	5.62	3.80 - 8.04
(185.167-047)	■ ASSISTANT RETAIL MANAGER	69	9.65	10.22	6.77 - 12.07	5.67	3.80 - 9.23
(189.117-010)	ASSOCIATION EXECUTIVE	12	12.74	10.54	7.54 - 19.52	9.88	5.77 - 18.23
(807.381-010)	AUTD BODY REPAIRER	21	9.33	10.00	9.00 - 10.00	6.83	5.00 - 8.00
(620.684-010)	AUTOMOBILE WRECKER	5	5.50	6.50	4.00 - 6.50	NA	NA NA
(920.687-014)	BAGGER, GROCERY PACKER	18	3.80	3.80	3.80 - 3.80	3.67	3.40 - 3.80
(313.381-010)	BAKER	17	6.07	5.65	4.62 - 6.50	4.89	3.80 - 6.59
(312.474-010)	■ BARTENDER	204	4.99	5.00	4.50 - 5.50	4.57	3.80 - 7.00
(214.382-014)	BILLING CLERK	24	7.82	7.24	6.60 - 8.75	6.02	4.00 - 10.28
(653.685-010)	BINDERY WORKER	7	7.48	7.00	5.00 - 11.91	NA	NA NA
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	223	7.43	7.00	5.77 - 8.65	5.93	1.54 - 17.30
(210.382-022)	BOOKKEEPING MACHINE OPERATOR	7	5.59	5.58	4.95 - 5.93	NA	NA NA

■ Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(454.684-010)	■ BUCKER	7	13.46	11.00	10.00 - 17.50	NA	NA - NA
(913.463-010)	■ BUS DRIVER	217	6.69	5.50	5.50 - 8.00	6.82	5.50 - 9.00
(311.677-010)	CAFETERIA ATTENDANT	17	4.34	4.00	3.92 - 4.40	4.02	3.80 - 4.25
(143.062-022)	CAMERA OPERATOR	8	17.72	25.45	4.68 - 25.45	NA	NA - NA
(915.667-010)	CAR-WASH ATTENDANT, AUTOMATIC	14	4.86	4.00	4.00 - 6.07	NA	NA - NA
(301.687-010)	■ CARETAKER	7	5.14	5.00	3.00 - 6.00	4.20	2.60 - 5.00
(860.381-022)	CARPENTER	14	7.84	7.00	6.50 - 10.00	NA	NA - NA
(211.462-014)	■ CASHIER-CHECKER	416	6.89	6.08	4.50 - 9.51	4.25	3.80 - 5.07
(211.362-010)	CASHIER, GENERAL	238	4.74	4.50	4.00 - 5.00	4.10	1.54 - 6.00
(211.462-010)	CASHIER, OFFICE	17	4.71	4.50	4.02 - 5.50	3.90	3.80 - 4.00
(216.387-010)	CHECK-PROCESSING CLERK	6	6.45	5.61	5.15 - 8.15	NA	NA - NA
(359.677-018)	■ CHILD CARE WORKER	120	4.80	4.45	4.00 - 5.00	4.18	3.50 - 5.77
(079.364-010)	CHIROPRACTOR ASSISTANT	4	7.43	6.20	5.62 - 10.46	NA	NA - NA
(921.687-014)	■ CHOKE SETTER	16	10.65	10.25	9.62 - 11.75	9.88	8.00 - 12.50
(241.217-010)	■ CLAIM ADJUSTER	35	15.77	14.00	13.85 - 17.42	10.80	6.92 - 14.64
(241.362-010)	CLAIMS CLERK	17	8.52	7.39	6.43 - 9.62	5.74	5.00 - 6.43
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	6	16.99	16.68	9.16 - 23.87	9.81	5.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	224	5.14	4.50	4.00 - 6.00	5.13	3.46 - 20.00
(203.362-010)	CLERK-TYPIST	59	6.16	6.00	5.25 - 7.21	4.92	3.75 - 8.50
(209.562-010)	CLERK, GENERAL	276	5.99	5.54	4.95 - 6.85	4.89	2.19 - 8.25
(213.362-010)	■ COMPUTER OPERATOR	84	7.81	7.50	6.00 - 8.50	5.98	4.00 - 10.00
(020.187-010)	■ COMPUTER PROGRAMMER	16	10.60	8.50	6.92 - 14.75	6.41	2.02 - 10.00
(012.167-066)	COMPUTER SYSTEMS ANALYST	26	13.34	13.23	12.22 - 13.58	9.82	5.00 - 17.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	6	11.21	6.37	6.00 - 21.39	NA	NA NA
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	13	12.93	12.50	9.32 - 17.50	NA	NA NA
(189.167-010)	CONSULTANT	3	11.28	7.69	7.69 - 18.46	NA	NA NA
(186.117-014)	CONTROLLER	18	18.27	17.07	14.29 - 22.64	15.92	12.02 - 20.39
(317.687-010)	COOK HELPER	11	4.98	4.30	4.30 - 5.69	4.69	4.00 - 5.38
(526.381-026)	COOK, KETTLE	7	4.34	4.05	4.05 - 4.85	NA	NA NA
(315.361-010)	■ COOK, MESS	43	5.60	5.75	4.85 - 6.35	4.74	3.80 - 7.57
(160.167-018)	COST ACCOUNTANT	28	14.38	13.85	12.60 - 16.97	9.02	4.00 - 12.00
(211.000-000)	COURTESY CLERK-SACK PERSON	80	3.85	3.80	3.80 - 3.85	NA	NA NA
(191.267-014)	■ CREDIT ANALYST	7	13.21	15.06	8.00 - 16.28	NA	NA NA
(205.367-022)	■ CREDIT CLERK	8	7.61	7.91	6.08 - 8.48	NA	NA NA
(299.367-010)	■ CUSTOMER SERVICE CLERK-CIRCULATION	7	6.12	6.33	6.00 - 6.55	5.03	4.50 - 6.08
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	3	16.06	14.27	13.94 - 19.96	NA	NA NA
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	4	7.10	7.34	5.94 - 8.00	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	5	9.33	9.25	6.00 - 12.69	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	28	4.83	4.75	4.00 - 5.00	4.43	3.80 - 5.00
(230.667-010)	■ DELIVERER, OUTSIDE	5	4.80	4.62	4.45 - 5.25	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	79	7.15	6.92	5.50 - 8.00	5.25	4.00 - 6.86
(078.361-010)	■ DENTAL HYGIENIST	40	14.85	14.00	13.62 - 16.00	11.59	7.00 - 14.38
(072.101-010)	DENTIST	16	38.98	41.83	20.49 - 51.86	NA	NA NA
(142.081-010)	■ DESIGNER, FLORAL	12	5.64	5.50	5.31 - 5.53	NA	NA NA
(141.061-018)	DESIGNER, GRAPHIC	6	7.82	7.95	5.81 - 9.18	NA	NA NA
(142.061-026)	DESIGNER, INDUSTRIAL	5	12.34	10.60	9.45 - 16.10	10.75	8.00 - 14.42

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	4	15.14	14.04	11.65 - 19.73	12.48	9.99 - 16.83
(184.117-010)	DIRECTOR, PUBLIC SERVICE	12	18.14	15.50	15.00 - 16.09	NA	NA NA
(913.167-014)	DISPATCHER, BUS AND TROLLEY	8	11.02	11.53	10.47 - 12.98	NA	NA NA
(001.261-010)	DRAFTER, ARCHITECTURAL	9	10.11	8.75	8.00 - 10.50	7.06	5.50 - 8.25
(005.281-010)	DRAFTER, CIVIL	6	9.48	10.00	8.00 - 10.42	7.33	7.00 - 8.00
(824.261-010)	ELECTRICIAN	3	14.28	15.83	10.25 - 16.76	NA	NA NA
(828.251-010)	■ ELECTRONIC SALES & SERVICE TECHNICIAN	9	7.91	8.00	5.88 - 9.22	6.00	5.00 - 8.00
(005.061-014)	ENGINEER, CIVIL	21	18.60	19.20	15.00 - 22.50	13.00	10.00 - 15.00
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	9	20.11	17.90	17.18 - 23.13	14.81	13.64 - 16.36
(007.167-014)	ENGINEER, PLANT	6	17.98	17.72	12.50 - 23.84	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	88	21.90	23.00	15.42 - 26.90	12.13	1.54 - 25.00
(454.384-010)	■ FALLER	9	15.01	15.00	10.37 - 20.00	NA	NA NA
(185.137-011)	FAST FOOD ASSISTANT MANAGER	25	6.03	5.50	4.77 - 7.11	3.93	3.80 - 4.00
(311.472-010)	FAST-FOODS WORKER	307	4.13	4.00	3.80 - 4.20	3.78	3.35 - 4.00
(206.362-010)	FILE CLERK	40	4.85	4.54	4.02 - 5.50	4.25	3.55 - 5.00
(040.061-034)	FORESTER	31	10.28	10.00	10.00 - 11.00	NA	NA NA
(780.381-018)	■ FURNITURE UPHOLSTERER	6	8.28	8.25	7.17 - 9.56	NA	NA NA
(625.281-026)	GAS-ENGINE REPAIRER	6	12.20	9.85	7.87 - 19.00	NA	NA NA
(600.280-022)	GENERAL MACHINIST	10	10.40	9.75	7.00 - 11.97	6.25	6.00 - 7.00
(070.101-022)	■ GENERAL PRACTITIONER	14	29.88	32.21	26.87 - 34.61	NA	NA NA
(024.061-018)	GEOLOGIST	10	17.61	19.75	13.43 - 20.00	8.94	5.77 - 10.00
(406.137-010)	GREENSKEEPER, HEAD	16	6.58	6.00	4.75 - 6.75	NA	NA NA
(313.381-000)	■ GROCERY-STORE BAKER	17	7.47	7.36	6.25 - 9.21	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(406.684-014) ● ■	GROUNDSCKEEPER, INDUSTRIAL-COMMERCIAL	34	5.37	5.50	5.00 - 6.00	4.67	3.80 - 6.00
(353.161-010) ■	GUIDE, HUNTING AND FISHING	40	4.73	4.62	3.61 - 5.50	4.75	2.50 - 6.25
(332.271-018) ■	HAIR STYLIST	43	4.85	4.35	4.35 - 6.12	NA	NA NA
(205.362-018)	HOSPITAL ADMISSIONS CLERK	17	6.28	5.82	5.82 - 6.63	5.43	5.00 - 6.11
(310.137-010)	HOST/HOSTESS, RESTAURANT	6	4.50	4.29	4.22 - 5.00	NA	NA NA
(238.362-010) ■	HOTEL (HOTEL) CLERK	57	4.44	4.25	4.00 - 4.75	3.99	3.80 - 4.50
(323.687-018)	HOUSECLEANER	19	4.36	4.00	3.80 - 4.50	NA	NA NA
(079.361-010)	INHALATION THERAPIST	43	8.62	8.85	5.84 - 10.37	NA	NA NA
(153.227-014)	INSTRUCTOR, PHYSICAL	14	9.57	11.00	6.62 - 12.00	5.08	3.75 - 7.00
(214.362-022)	INSURANCE CLERK	6	6.78	6.71	6.50 - 7.02	5.97	5.50 - 6.41
(160.167-034)	INTERNAL AUDITOR	8	12.57	12.59	8.32 - 14.92	9.59	5.60 - 12.00
(222.387-026) ■	INVENTORY CLERK	12	7.10	6.50	5.19 - 9.08	6.23	5.00 - 7.25
(851.383-010)	IRRIGATION SYSTEM INSTALLER	8	7.00	7.00	5.00 - 9.00	NA	NA NA
(382.664-010) ● ■	JANITOR	287	4.84	5.00	4.25 - 5.03	5.04	3.68 - 13.52
(381.137-010) ●	JANITORIAL SERVICES SUPERVISOR	6	6.54	7.00	6.06 - 7.00	NA	NA NA
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	14	6.34	6.35	5.50 - 6.85	5.93	4.00 - 8.00
(318.687-010) ■	KITCHEN HELPER	263	4.31	4.25	4.00 - 4.50	4.01	3.00 - 5.60
(500.000-000) ■	LABORER, GENERAL	163	4.63	4.00	3.85 - 5.00	4.68	3.80 - 9.00
(408.687-014)	LABORER, LANDSCAPE	29	5.20	5.00	4.50 - 6.00	NA	NA NA
(018.167-018)	LAND SURVEYOR	11	11.35	11.50	8.50 - 14.00	NA	NA NA
(182.167-014)	LANDSCAPE CONTRACTOR	16	7.23	6.87	6.00 - 9.06	NA	NA NA
(361.684-014)	LAUNDRY WORKER	82	5.01	5.01	4.00 - 6.00	4.36	3.80 - 5.83
(110.107-010) ■	LAWYER	52	16.38	14.85	11.80 - 19.49	11.20	7.50 - 15.18

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(201.362-010)	LEGAL SECRETARY	78	7.84	7.66	6.55 - 9.02	5.85	4.50 - 9.50
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	119	8.89	8.55	8.03 - 10.02	7.78	6.50 - 8.69
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	12	7.86	7.64	7.27 - 8.48	6.72	5.77 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	47	7.59	7.25	7.25 - 7.90	7.21	6.75 - 8.00
(821.361-026)	LINE REPAIRER	22	18.26	18.36	18.09 - 18.74	NA	NA NA
(186.267-018)	■ LOAN OFFICER	44	12.71	12.09	9.04 - 16.47	8.04	5.00 - 10.00
(921.683-058)	■ LOG LOADER	5	12.51	12.00	10.11 - 15.15	NA	NA NA
(454.684-018)	■ LOGGER, ALL AROUND	7	13.36	14.29	11.00 - 15.00	10.95	9.00 - 15.00
(209.587-026)	MAIL CLERK	21	6.47	5.39	4.50 - 7.31	5.15	3.80 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	8	15.73	14.54	13.56 - 16.87	NA	NA NA
(620.281-046)	MAINTENANCE MECHANIC	4	7.31	7.12	5.18 - 9.62	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	51	7.68	6.00	5.00 - 10.00	6.64	4.00 - 10.87
(189.167-018)	MANAGEMENT TRAINEE	19	4.54	4.30	4.10 - 4.50	4.08	4.00 - 4.25
(163.167-010)	■ MANAGER, ADVERTISING	12	12.48	11.97	6.62 - 16.84	11.09	5.00 - 16.10
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	11	9.88	8.65	4.04 - 13.50	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	10	13.67	10.80	9.16 - 17.78	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	15.57	16.50	9.19 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	70	10.29	9.84	6.18 - 12.50	8.66	3.80 - 15.17
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	13	7.59	6.35	5.15 - 10.11	5.26	4.04 - 6.92
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	39	14.66	15.05	10.82 - 16.28	11.27	7.50 - 20.00
(187.167-106)	MANAGER, FOOD SERVICE	14	19.18	8.48	7.13 - 10.93	31.27	6.59 - 78.00
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	27	12.66	13.08	10.10 - 16.00	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	5	20.92	22.49	14.06 - 27.00	16.47	11.54 - 23.45

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(320.137-014)	■ MANAGER, LODGING FACILITIES	23	6.98	5.77	5.00 - 8.07	5.73	2.74 - 10.38
(185.167-034)	■ MANAGER, MERCHANDISE	15	11.76	11.90	8.00 - 12.77	5.30	3.73 - 8.00
(169.167-034)	■ MANAGER, OFFICE	207	10.61	9.37	7.25 - 11.81	7.61	3.50 - 20.00
(185.167-038)	■ MANAGER, PARTS	4	8.10	8.50	5.50 - 10.30	NA	NA NA
(183.117-014)	MANAGER, PLANT	8	15.95	14.00	11.74 - 22.19	13.72	6.46 - 21.41
(185.167-046)	■ MANAGER, RETAIL STORE	214	9.24	8.46	6.43 - 11.54	6.96	2.37 - 14.42
(012.167-058)	MANAGER, SAFETY	5	17.47	17.97	14.75 - 19.93	NA	NA NA
(163.167-018)	■ MANAGER, SALES	17	13.09	8.65	7.06 - 18.75	8.13	3.66 - 19.04
(184.167-094)	MANAGER, TRAFFIC	11	13.65	13.13	9.65 - 16.25	9.91	7.69 - 13.33
(929.687-030)●	MATERIAL HANDLER	59	9.03	8.50	7.49 - 11.26	5.40	4.00 - 6.50
(222.684-010)	HEAT CLERK	7	8.76	8.99	8.00 - 9.31	NA	NA NA
(316.684-018)	HEAT CUTTER	42	9.53	10.80	8.00 - 10.96	6.06	4.50 - 8.00
(920.587-017)	HEAT PACKAGER	27	6.95	6.16	5.25 - 8.87	4.95	4.50 - 5.32
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	24	6.18	5.12	4.50 - 7.75	4.90	3.80 - 6.22
(621.281-014)	MECHANIC, AIRCRAFT	25	9.85	9.62	8.00 - 11.00	NA	NA NA
(620.261-010)●■	MECHANIC, AUTOMOBILE	202	9.61	9.15	6.70 - 13.00	7.64	5.00 - 10.50
(625.281-010)	■ MECHANIC, DIESEL	137	11.44	12.45	9.73 - 13.62	8.23	6.00 - 12.57
(828.281-010)●	MECHANIC, ELECTRONICS	35	13.46	15.91	10.75 - 15.91	7.99	5.71 - 11.25
(638.281-014)	■ MECHANIC, MAINTENANCE	89	9.76	9.75	7.34 - 11.77	7.75	4.00 - 11.33
(079.367-010)	MEDICAL ASSISTANT	41	7.79	7.83	6.47 - 9.03	6.09	4.25 - 10.00
(078.381-010)	MEDICAL LABORATORY ASSISTANT	10	7.95	7.63	7.22 - 8.48	7.52	6.49 - 9.50
(245.362-010)	MEDICAL RECORD CLERK	24	6.76	6.31	5.82 - 7.42	6.00	5.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	64	7.16	7.21	6.60 - 7.98	5.64	4.00 - 7.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(078.361-014)	MEDICAL TECHNOLOGIST	47	12.59	11.34	11.34 - 14.22	NA	NA NA
(201.362-018)	■ MEMBERSHIP SECRETARY	4	6.17	5.81	3.07 - 9.60	NA	NA NA
(293.357-022)	■ MEMBERSHIP SOLICITOR	4	7.30	6.76	3.89 - 11.24	NA	NA NA
(239.567-010)	MESSENGER	36	5.85	5.90	4.50 - 6.94	4.77	3.80 - 7.10
(249.382-010)	■ MORTGAGE CLERK	38	6.86	6.70	5.69 - 7.52	5.42	4.93 - 7.21
(203.382-022)	MORTGAGE-PROCESSING CLERK	12	6.66	6.60	5.89 - 7.30	NA	NA NA
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	15	10.82	9.78	8.85 - 13.85	7.84	4.38 - 11.00
(807.664-010)	■ MUFFLER AND EXHAUST INSTALLER	8	6.63	6.75	4.87 - 9.50	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	207	4.84	4.45	4.35 - 4.95	5.00	3.80 - 7.10
(075.264-010)	NURSE PRACTITIONER	5	13.42	13.00	11.50 - 15.56	NA	NA NA
(075.127-018)	NURSE, HEAD	21	14.19	14.12	13.93 - 14.12	12.04	11.54 - 12.59
(075.121-010)	NURSE, INSTRUCTOR	162	15.94	16.02	15.26 - 16.67	11.38	9.00 - 13.23
(075.127-022)	NURSE, SUPERVISOR	28	18.30	19.05	14.56 - 22.47	15.37	10.25 - 20.01
(651.482-010)	OFFSET-PRESS OPERATOR	13	11.34	11.91	9.69 - 13.29	NA	NA NA
(170.170-000)	ONE-PERSON OFFICE WORKER	68	6.48	6.39	5.00 - 7.50	4.98	3.80 - 8.65
(859.683-010)	■ OPERATING ENGINEER	21	11.91	13.00	10.95 - 13.43	NA	NA NA
(186.167-050)	OPERATIONS OFFICER	9	14.04	16.83	8.77 - 18.34	NA	NA NA
(249.367-054)	ORDER CLERK	17	6.82	6.50	5.92 - 6.88	NA	NA NA
(920.587-018)	■ PACKAGER, HAND	21	7.18	6.40	5.00 - 10.00	4.93	4.50 - 6.00
(741.684-026)	PAINTER, SPRAY	5	6.75	7.00	5.62 - 7.75	4.50	4.00 - 5.00
(119.267-026)	PARALEGAL ASSISTANT	32	8.33	8.00	7.00 - 9.70	7.62	5.00 - 11.54
(215.482-010)	PAYROLL CLERK	35	8.29	7.50	6.50 - 9.92	6.31	4.00 - 13.50
(309.674-014)	PERSONAL ATTENDANT	3	4.03	3.80	3.80 - 4.50	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(074.161-010)	PHARMACIST	58	16.89	16.26	15.61 - 18.85	14.89	12.00 - 17.00
(074.387-010)	PHARMACY HELPER	16	6.27	6.32	5.96 - 6.34	5.72	5.50 - 6.11
(143.062-034)	PHOTOJOURNALIST	5	9.55	11.38	6.45 - 11.74	6.52	5.00 - 9.14
(650.582-022)	PHOTOTYPESETTING SPECIALIST	10	8.15	7.34	5.43 - 11.73	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	34	14.05	13.78	12.81 - 15.11	13.33	12.50 - 14.89
(355.354-010)	PHYSICAL THERAPY AIDE	12	5.65	5.54	5.08 - 5.89	5.47	4.50 - 6.75
(079.364-018)	PHYSICAN, ASSISTANT	5	14.97	15.00	9.93 - 20.00	11.91	6.00 - 16.67
(219.362-042)	POLICY-CHANGE CLERK	4	7.85	6.76	5.45 - 11.32	7.35	5.30 - 11.27
(216.587-014)	POSTING CLERK	4	5.09	5.50	4.26 - 5.50	NA	NA NA
(189.117-026)	PRESIDENT	9	10.18	10.38	6.73 - 13.12	NA	NA NA
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	5	5.72	5.00	4.62 - 7.17	NA	NA NA
(699.130-010)	PRODUCTION SUPERVISOR	6	16.09	12.02	11.60 - 23.42	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	6	10.57	9.59	8.44 - 13.22	7.26	5.50 - 8.65
(217.382-010)	PROOF-MACHINE OPERATOR	10	5.15	5.16	4.83 - 5.35	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	8	10.66	10.46	7.62 - 14.30	9.20	6.15 - 12.00
(162.157-038)	PURCHASING AGENT	59	9.68	9.23	7.36 - 11.25	8.67	4.00 - 12.35
(237.367-038)	RECEPTIONIST	132	6.52	6.35	5.27 - 7.50	5.17	3.80 - 9.40
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	441	12.43	11.94	11.94 - 11.94	11.49	10.50 - 12.07
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	24	10.58	10.50	10.25 - 10.95	9.95	9.50 - 10.25
(131.267-018)	REPORTER	24	9.17	9.96	6.25 - 12.23	6.25	5.00 - 9.14
(109.267-010)	RESEARCH ASSISTANT	10	5.39	4.75	4.75 - 5.88	6.08	4.75 - 7.50
(313.131-014)	■ RESTAURANT CHEF	125	5.80	5.66	5.00 - 6.00	4.99	3.80 - 7.44
(292.353-010)	■ ROUTE DRIVER	187	6.73	3.90	3.85 - 7.50	4.58	3.80 - 7.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(251.257-010) ■	SALES AGENT, FINANCIAL SERVICES	6	9.66	7.75	6.65 - 12.27	NA	NA NA
(250.257-010) ■	SALES AGENT, INSURANCE	6	9.48	8.12	7.13 - 12.47	NA	NA NA
(290.477-014) ■	SALES CLERK	35	4.61	4.25	3.85 - 5.00	4.12	3.80 - 5.00
(290.477-018)	SALES CLERK, FOOD	58	5.87	5.01	4.25 - 7.05	5.31	3.80 - 7.50
(254.357-014) ■	SALES REPRESENTATIVE, ADVERTISING	12	6.56	5.68	5.18 - 8.36	NA	NA NA
(279.357-014) ■	SALES REPRESENTATIVE, GENERAL MDSE	234	11.41	11.54	6.67 - 13.27	8.85	4.00 - 19.66
(279.357-054) ■	SALESPERSON, GENERAL MERCHANDISE	586	5.86	5.00	4.00 - 6.50	4.75	3.35 - 8.65
(279.357-062)	SALESPERSON, PARTS	12	7.83	8.00	6.37 - 8.50	7.50	4.00 - 14.50
(201.362-030)	SECRETARY	246	7.11	6.63	5.45 - 8.34	5.19	2.90 - 10.00
(372.667-034) ●	SECURITY GUARD	86	6.12	5.25	5.00 - 6.67	6.76	3.80 - 10.39
(915.467-010)	SERVICE STATION ATTENDANT	15	4.59	4.00	4.00 - 5.00	4.10	3.80 - 4.50
(222.387-050)	SHIPPING AND RECEIVING CLERK	71	6.68	6.50	5.06 - 8.20	5.02	3.75 - 9.82
(313.361-022) ■	SHORT-ORDER COOK	185	5.10	5.00	4.50 - 5.50	4.37	3.35 - 6.43
(869.381-026)	SIGN ERECTOR	11	5.89	5.00	5.00 - 6.75	NA	NA NA
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	66	10.36	10.48	8.00 - 12.60	8.37	5.75 - 12.13
(202.362-014)	STENOGRAPHER	13	9.46	9.25	7.48 - 11.96	5.68	3.85 - 7.85
(222.387-058) ■	STOCK CLERK	65	7.22	6.00	5.00 - 9.62	5.58	4.00 - 14.66
(922.687-058)	STORES LABORER	43	7.45	7.00	5.25 - 9.75	5.59	3.80 - 9.50
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	10	13.34	15.38	9.11 - 15.38	11.28	6.00 - 18.62
(899.133-010)	SUPERVISOR, LABOR GANG	6	8.48	6.87	3.42 - 13.35	NA	NA NA
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	4	9.94	11.06	6.63 - 12.12	NA	NA NA
(205.367-054) ■	SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	16	8.22	8.25	8.00 - 9.00	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(869.567-010)	SURVEYOR HELPER	28	5.77	5.50	5.25 - 6.00	NA	NA NA
(099.327-010)	TEACHER AIDE	8	5.05	5.50	3.80 - 6.00	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	19	6.27	6.00	5.10 - 8.00	5.62	3.80 - 8.00
(077.121-010)	TECHNICIAN, DIETETIC	8	8.56	7.45	7.01 - 10.24	8.22	6.00 - 13.00
(003.161-014)	TECHNICIAN, ELECTRONIC	9	12.73	13.13	6.37 - 18.75	12.37	4.25 - 22.50
(079.374-022)	TECHNICIAN, OPERATING-ROOM	24	8.85	7.83	7.83 - 7.83	6.58	5.75 - 8.34
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	3	7.42	6.25	6.00 - 10.00	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	75	10.32	9.72	9.30 - 11.15	9.25	6.50 - 11.30
(235.662-022)	TELEPHONE OPERATOR	48	5.84	5.58	4.50 - 7.06	5.32	4.00 - 7.10
(211.362-018)	TELLER	157	5.72	5.54	5.07 - 6.22	4.49	3.80 - 5.37
(211.132-010)	TELLER, HEAD	7	7.87	6.92	6.27 - 7.66	NA	NA NA
(203.582-054)	TERMINAL OPERATOR	10	6.52	6.92	5.31 - 7.54	4.83	4.00 - 6.50
(915.684-010)	■TIRE REPAIRER	26	6.25	6.00	5.25 - 7.12	5.71	4.00 - 10.82
(119.287-010)	TITLE EXAMINER	8	6.69	6.75	5.22 - 7.73	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(252.157-010)	■TRAVEL AGENT	25	7.32	7.01	6.09 - 8.34	4.62	4.00 - 5.37
(905.663-014)	■TRUCK DRIVER, HEAVY	17	8.55	8.30	8.00 - 9.27	7.52	4.62 - 9.81
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	30	11.93	13.40	10.18 - 13.40	NA	NA NA
(906.683-022)	■TRUCK DRIVER, LIGHT	38	8.20	8.75	6.00 - 10.00	6.54	5.00 - 10.00
(904.383-010)	■TRUCK DRIVER, TRACTOR TRAILER	194	10.03	11.25	8.48 - 11.33	7.38	3.09 - 10.63
(169.167-064)	UNDERWRITER, LIFE	4	17.93	13.82	7.51 - 32.45	NA	NA NA
(219.367-038)	UNDERWRITING CLERK	10	10.84	12.95	6.36 - 13.99	5.81	4.50 - 7.21
(073.101-010)	■VETERINARIAN	5	11.60	11.08	9.38 - 14.06	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 2 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(311.477-030)	■ WAITER/WAITRESS	531	3.97	3.80	3.80 - 4.00	3.86	3.35 - 5.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	25	10.31	9.00	7.00 - 13.86	NA	NA NA
(769.687-054)	WOODWORKING SHOP HAND	13	5.08	4.50	4.50 - 5.75	5.00	4.50 - 5.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 3 Wage Information



REGION 3: Beaverhead, Deer Lodge, Granite, Madison,
Powell, and Silver Bow Counties

REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	85	12.04	10.96	9.23 - 14.42	8.40	3.80 - 19.15
(216.482-010)	ACCOUNTING CLERK	64	7.33	7.03	5.50 - 8.30	5.65	4.00 - 8.00
(187.137-010)	■ ACTIVITY COORDINATOR	10	6.18	5.72	5.35 - 7.16	4.80	4.25 - 5.31
(169.167-010)	ADMINISTRATIVE ASSISTANT	7	15.74	15.14	10.10 - 21.70	10.84	5.00 - 21.70
(169.167-014)	ADMINISTRATIVE SECRETARY	11	7.76	8.17	7.00 - 8.65	6.22	5.00 - 7.88
(187.117-010)	ADMINISTRATOR, HOSPITAL	5	14.74	16.83	10.57 - 17.86	12.62	8.68 - 17.65
(185.167-047)	■ ASSISTANT RETAIL MANAGER	57	9.34	10.26	6.15 - 11.74	5.35	3.80 - 7.87
(189.117-010)	ASSOCIATION EXECUTIVE	5	13.36	13.46	10.14 - 16.52	NA	NA NA
(807.381-010)	AUTO BODY REPAIRER	7	10.45	9.50	8.25 - 15.00	NA	NA NA
(313.381-010)	BAKER	15	6.35	5.50	4.25 - 7.00	5.17	3.80 - 8.24
(312.474-010)	■ BARTENDER	128	5.60	5.50	5.00 - 6.22	5.03	3.80 - 7.00
(214.382-014)	BILLING CLERK	12	7.56	7.00	6.07 - 7.65	5.75	4.00 - 7.33
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	138	7.55	7.07	5.96 - 9.00	5.48	3.50 - 10.00
(210.382-022)	BOOKKEEPING MACHINE OPERATOR	3	6.27	7.10	4.50 - 7.21	NA	NA NA
(913.463-010)	■ BUS DRIVER	194	6.72	5.50	5.50 - 6.62	6.69	5.25 - 9.00
(187.167-018)	BUSINESS REPRESENTATIVE, LABOR UNION	6	16.51	13.85	13.22 - 19.62	NA	NA NA
(860.381-022)	CARPENTER	6	10.88	10.75	9.56 - 12.00	8.58	7.50 - 9.23
(211.462-014)	■ CASHIER-CHECKER	383	6.83	6.17	4.35 - 9.51	4.07	3.50 - 5.00
(211.362-010)	CASHIER, GENERAL	142	4.73	4.50	4.00 - 5.00	4.19	3.35 - 5.00
(359.677-018)	■ CHILD CARE WORKER	23	4.87	5.00	4.50 - 5.25	4.69	4.00 - 5.00
(241.217-010)	■ CLAIM ADJUSTER	18	18.00	16.37	14.97 - 20.16	NA	NA NA
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	5	18.21	20.65	8.85 - 26.34	10.74	4.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	155	5.35	4.83	4.25 - 5.88	5.23	2.40 - 20.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(203.362-010)	CLERK-TYPIST	36	6.17	5.96	5.25 - 6.85	5.15	3.75 - 7.48
(209.562-010)	CLERK, GENERAL	133	6.49	6.00	5.25 - 7.18	5.23	3.50 - 9.23
(639.281-014) ●	COIN-MACHINE-SERVICE REPAIRER	6	9.22	9.90	8.44 - 10.05	NA	NA NA
(213.362-010) ■	COMPUTER OPERATOR	40	7.59	7.81	5.82 - 8.70	5.58	3.85 - 8.07
(020.187-010) ■	COMPUTER PROGRAMMER	6	7.88	8.05	6.50 - 9.14	6.35	4.00 - 7.86
(186.117-014)	CONTROLLER	10	18.71	17.23	14.29 - 25.09	17.91	15.65 - 20.39
(315.361-010) ■	COOK, MESS	20	5.87	5.85	5.00 - 6.40	4.81	4.23 - 5.52
(160.167-018)	COST ACCOUNTANT	26	14.86	13.85	12.60 - 17.15	10.22	8.50 - 12.00
(045.107-010)	COUNSELOR, GUIDANCE	4	8.85	9.00	8.25 - 9.28	NA	NA NA
(205.367-022) ■	CREDIT CLERK	7	7.88	7.95	7.10 - 8.60	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	5	7.20	6.00	5.62 - 9.37	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	19	5.36	5.00	4.75 - 5.50	4.49	3.80 - 6.00
(079.371-010)	DENTAL ASSISTANT	26	6.32	6.12	5.43 - 7.40	4.73	4.00 - 5.50
(078.361-010) ■	DENTAL HYGIENIST	12	18.48	14.65	8.62 - 30.00	NA	NA NA
(072.101-010)	DENTIST	6	38.64	30.38	21.99 - 56.92	NA	NA NA
(142.081-010) ■	DESIGNER, FLORAL	23	5.03	5.00	4.50 - 5.75	4.41	3.85 - 5.00
(142.061-026)	DESIGNER, INDUSTRIAL	6	9.59	7.25	5.47 - 15.74	NA	NA NA
(187.117-014) ■	DIRECTOR, COMMUNITY ORGANIZATION	4	13.32	11.95	8.97 - 19.01	11.44	7.50 - 16.83
(184.117-010)	DIRECTOR, PUBLIC SERVICE	10	18.20	15.07	12.40 - 18.87	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	3	20.79	19.78	16.83 - 25.77	NA	NA NA
(007.167-014)	ENGINEER, PLANT	7	17.07	13.50	13.14 - 22.98	NA	NA NA
(187.117-026)	EXECUTIVE DIRECTOR, SHELTERED WORKSHOP	4	15.68	15.66	15.40 - 15.95	NA	NA NA
(189.117-034) ■	EXECUTIVE OFFICER	72	23.29	24.02	18.09 - 27.51	13.35	2.77 - 25.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(410.664-010)	FARMWORKER, LIVESTOCK	3	4.92	4.81	4.44 - 5.50	NA	NA - NA
(185.137-011)	FAST FOOD ASSISTANT MANAGER	16	4.67	4.60	4.27 - 4.98	4.20	3.80 - 4.80
(311.472-010)	FAST-FOODS WORKER	109	3.91	3.80	3.80 - 4.00	3.80	3.80 - 3.80
(189.267-010)	FIELD REPRESENTATIVE	7	10.93	11.85	9.23 - 11.85	NA	NA - NA
(206.362-010)	FILE CLERK	18	4.98	4.74	4.25 - 5.49	4.40	3.75 - 5.00
(600.280-022)	GENERAL MACHINIST	11	8.55	8.00	7.00 - 10.00	6.75	6.00 - 8.00
(070.101-022)	■ GENERAL PRACTITIONER	4	39.23	36.43	26.03 - 55.21	NA	NA - NA
(024.061-018)	GEOLOGIST	13	10.13	7.00	7.00 - 12.06	7.26	5.77 - 10.00
(921.683-026)	GRAIN ELEVATOR OPERATOR	17	6.46	7.00	5.00 - 7.43	NA	NA - NA
(406.684-014)	●■ GROUNDKEEPER, INDUSTRIAL-COMMERCIAL	12	8.05	6.17	5.15 - 7.44	6.21	5.00 - 7.28
(353.161-010)	■ GUIDE, HUNTING AND FISHING	43	7.74	6.06	5.00 - 10.00	5.73	3.46 - 7.59
(332.271-018)	■ HAIR STYLIST	29	4.99	4.35	4.35 - 4.35	4.40	3.80 - 6.00
(309.354-010)	HOMEMAKER	3	5.00	5.00	5.00 - 5.00	NA	NA - NA
(205.362-018)	HOSPITAL ADMISSIONS CLERK	4	6.80	6.47	5.80 - 8.12	5.67	5.25 - 6.00
(238.362-010)	■ HOTEL (HOTEL) CLERK	23	4.58	4.58	3.80 - 5.19	4.47	3.46 - 5.50
(323.687-018)	HOUSECLEANER	13	4.60	4.58	4.00 - 4.79	4.14	3.85 - 4.58
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	11	10.30	7.53	3.96 - 17.19	NA	NA - NA
(160.167-034)	INTERNAL AUDITOR	5	12.35	12.75	9.78 - 14.71	9.45	5.60 - 12.00
(222.387-026)	■ INVENTORY CLERK	3	6.74	4.77	3.68 - 11.78	NA	NA - NA
(382.664-010)	●■ JANITOR	148	4.78	4.25	4.00 - 5.00	4.79	1.44 - 7.21
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	8	7.10	6.90	6.18 - 8.30	6.37	5.00 - 7.40
(318.687-010)	■ KITCHEN HELPER	142	4.30	4.10	4.00 - 4.50	4.19	3.35 - 8.90
(500.000-000)	■ LABORER, GENERAL	42	6.14	6.00	5.00 - 7.00	5.20	4.00 - 7.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(361.684-014)	LAUNDRY WORKER	28	5.27	5.17	4.55 - 5.75	4.59	4.03 - 5.36
(201.362-010)	LEGAL SECRETARY	36	7.91	7.49	6.43 - 9.08	5.82	4.00 - 7.00
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	15	7.67	7.50	7.00 - 8.30	6.63	5.50 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	32	7.03	7.00	6.63 - 7.00	NA	NA NA
(186.267-018)	■ LOAN OFFICER	33	10.64	10.41	8.71 - 11.91	7.73	6.00 - 8.84
(209.587-026)	MAIL CLERK	10	7.83	6.18	5.34 - 11.38	5.58	3.80 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	9	16.26	14.54	13.62 - 19.00	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	25	7.67	7.00	5.37 - 9.58	6.23	4.25 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	22	4.58	4.35	4.13 - 4.66	4.23	4.00 - 5.00
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	4	6.34	5.46	4.45 - 9.10	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	9	11.74	9.61	8.05 - 15.82	11.67	4.85 - 18.08
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	15.65	16.50	9.39 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	47	11.53	11.00	8.06 - 14.42	8.76	4.00 - 12.69
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	7	7.09	7.55	5.37 - 8.75	5.91	4.81 - 6.92
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	43	13.69	12.19	10.45 - 16.11	10.08	4.85 - 14.42
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	17	14.19	13.08	12.20 - 16.42	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	6	6.17	5.22	5.00 - 8.14	NA	NA NA
(185.167-034)	■ MANAGER, MERCHANDISE	10	11.94	10.52	6.27 - 20.77	4.62	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	110	10.20	9.14	7.00 - 11.54	8.34	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	6	15.14	13.47	12.14 - 17.24	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	126	10.11	8.78	7.17 - 12.77	7.33	2.37 - 14.42
(163.167-018)	■ MANAGER, SALES	14	12.92	11.78	8.57 - 16.29	5.09	3.66 - 6.92

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(929.687-030) ●	MATERIAL HANDLER	21	10.37	10.50	7.75 - 12.42	NA	NA NA
(316.684-018)	MEAT CUTTER	35	9.99	10.94	9.61 - 11.09	5.37	4.00 - 6.65
(920.587-017)	MEAT PACKAGER	20	7.78	8.87	5.93 - 8.89	NA	NA NA
(620.684-014) ■	MECHANIC HELPER, AUTOMOBILE	25	6.15	5.50	4.50 - 6.75	5.12	3.80 - 6.00
(620.261-010) ●■	MECHANIC, AUTOMOBILE	171	9.69	9.73	6.70 - 13.10	8.21	3.85 - 13.58
(625.281-010) ■	MECHANIC, DIESEL	100	12.11	12.62	10.60 - 13.75	8.06	6.00 - 12.57
(638.281-014) ■	MECHANIC, MAINTENANCE	23	12.66	13.25	11.50 - 13.94	9.07	5.00 - 12.00
(079.367-010)	MEDICAL ASSISTANT	7	7.79	7.10	5.50 - 8.00	NA	NA NA
(245.362-010)	MEDICAL RECORD CLERK	9	6.95	5.93	5.05 - 9.36	5.75	4.25 - 8.61
(201.362-014)	MEDICAL SECRETARY	22	6.74	6.46	5.50 - 8.00	5.88	4.00 - 7.50
(078.361-014)	MEDICAL TECHNOLOGIST	14	10.70	9.71	9.49 - 12.03	8.73	8.00 - 10.87
(201.362-018) ■	MEMBERSHIP SECRETARY	6	7.53	7.64	5.29 - 9.48	NA	NA NA
(239.567-010)	MESSENGER	18	5.04	4.50	3.85 - 6.00	4.60	3.23 - 7.10
(638.281-018)	MILLWRIGHT	7	10.07	10.00	10.00 - 11.00	NA	NA NA
(249.382-010) ■	MORTGAGE CLERK	25	6.60	6.43	5.54 - 7.18	5.31	4.93 - 5.69
(355.674-014)	NURSE AIDE/ORDERLY	141	5.45	5.30	4.80 - 5.70	5.41	4.03 - 7.40
(075.127-018)	NURSE, HEAD	9	13.98	14.00	12.69 - 14.62	11.17	10.00 - 13.40
(075.127-022)	NURSE, SUPERVISOR	19	15.42	14.65	12.50 - 18.76	11.74	8.00 - 14.73
(170.170-000)	ONE-PERSON OFFICE WORKER	46	6.28	6.12	5.00 - 7.00	5.13	3.65 - 6.50
(859.683-010) ■	OPERATING ENGINEER	21	12.03	12.60	11.00 - 13.43	8.19	6.00 - 9.57
(249.367-054)	ORDER CLERK	6	7.25	5.77	5.03 - 8.94	NA	NA NA
(119.267-026)	PARALEGAL ASSISTANT	15	8.81	8.41	8.00 - 9.85	6.17	5.77 - 7.00
(215.482-010)	PAYROLL CLERK	17	8.91	8.00	7.47 - 9.74	6.30	4.50 - 8.65

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(074.161-010)	PHARMACIST	20	18.81	20.00	17.25 - 20.40	16.82	16.00 - 18.00
(074.387-010)	PHARMACY HELPER	10	5.99	6.00	5.67 - 6.00	NA	NA - NA
(355.354-010)	PHYSICAL THERAPY AIDE	7	6.70	7.26	4.95 - 7.62	5.45	4.60 - 7.05
(214.482-022)	POLICY RATER, PERSONAL LINES	5	7.62	7.26	6.55 - 8.87	NA	NA - NA
(195.227-010)	PROGRAM AIDE, GROUP WORK	6	5.64	5.00	5.00 - 5.95	NA	NA - NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	5	9.89	10.81	7.35 - 11.98	9.69	6.50 - 12.00
(162.157-038)	PURCHASING AGENT	34	10.24	10.25	8.11 - 12.03	8.78	5.00 - 12.35
(237.367-038)	RECEPTIONIST	63	6.75	6.75	5.20 - 7.94	5.04	3.50 - 7.46
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	28	12.14	12.10	11.30 - 13.00	10.59	10.15 - 11.13
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	13	11.09	11.10	10.50 - 11.50	NA	NA - NA
(313.131-014)	■ RESTAURANT CHEF	63	5.66	5.70	5.00 - 6.25	4.83	3.80 - 6.00
(292.353-010)	■ ROUTE DRIVER	174	7.69	3.92	3.85 - 9.85	4.77	3.85 - 6.00
(251.257-010)	■ SALES AGENT, FINANCIAL SERVICES	6	10.47	10.53	8.85 - 11.77	NA	NA - NA
(290.477-014)	■ SALES CLERK	19	4.41	4.00	4.00 - 5.00	4.10	4.00 - 4.50
(290.477-018)	SALES CLERK, FOOD	35	5.07	4.35	4.25 - 6.00	4.58	4.00 - 5.32
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	203	11.52	11.54	6.63 - 13.75	8.90	4.50 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	347	6.16	5.25	4.25 - 7.25	4.85	3.65 - 9.51
(279.357-062)	SALESPERSON, PARTS	4	6.24	7.04	3.16 - 8.50	NA	NA - NA
(201.362-030)	SECRETARY	160	7.51	7.00	5.96 - 8.65	5.43	3.50 - 10.00
(372.667-034)●	SECURITY GUARD	61	5.42	5.10	5.00 - 5.29	5.37	4.04 - 7.43
(915.467-010)	SERVICE STATION ATTENDANT	4	5.88	5.00	4.25 - 8.37	NA	NA - NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	36	6.97	6.50	5.77 - 8.47	4.71	3.50 - 6.00
(313.361-022)	■ SHORT-ORDER COOK	103	4.97	5.00	4.50 - 5.50	4.39	3.50 - 5.70

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 3 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	45	9.50	9.00	6.50 - 12.18	7.36	4.76 - 12.13
(202.362-014)	STENOGRAPHER	11	9.61	9.11	7.50 - 11.96	5.89	5.20 - 7.00
(222.387-058)	■ STOCK CLERK	51	6.92	5.75	5.00 - 10.55	4.52	3.50 - 6.00
(922.687-058)	STORES LABORER	35	8.39	7.95	6.20 - 10.50	5.86	3.85 - 9.50
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(099.327-010)	TEACHER AIDE	3	4.27	4.00	3.80 - 5.00	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	12	7.35	7.97	6.07 - 8.20	6.05	4.75 - 7.40
(003.161-014)	TECHNICIAN, ELECTRONIC	3	11.93	10.74	7.53 - 17.51	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	6	10.71	10.89	9.50 - 12.10	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	11	5.59	5.25	5.00 - 5.93	5.51	4.25 - 7.10
(211.362-018)	TELLER	149	5.83	5.63	5.20 - 6.23	4.71	3.85 - 5.37
(915.684-010)	■ TIRE REPAIRER	31	7.10	7.00	6.50 - 8.00	5.33	5.00 - 6.00
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(252.157-010)	■ TRAVEL AGENT	5	4.70	4.25	4.00 - 5.62	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	29	9.93	10.40	9.24 - 10.99	7.12	4.62 - 10.99
(906.683-022)	■ TRUCK DRIVER, LIGHT	25	8.43	9.50	6.37 - 9.78	7.31	4.50 - 11.72
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	30	8.35	9.57	7.65 - 10.00	7.76	3.09 - 11.95
(311.477-030)	■ WAITER/WAITRESS	216	4.20	4.00	3.80 - 4.50	3.82	3.35 - 4.50
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	29	9.41	8.00	8.00 - 8.00	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 4 Wage Information



REGION 4: Blaine, Cascade, Choteau, Glacier, Hill,
Liberty, Pondera, Teton, and Toole Counties

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	134	11.95	10.75	8.72 - 14.18	8.31	2.72 - 25.00
(216.482-010)	ACCOUNTING CLERK	109	7.46	7.19	6.08 - 8.46	5.87	3.80 - 8.99
(187.137-010)	■ ACTIVITY COORDINATOR	8	6.26	5.52	5.12 - 7.98	5.51	3.80 - 8.65
(169.167-010)	ADMINISTRATIVE ASSISTANT	24	8.76	7.09	6.20 - 10.31	6.28	3.59 - 10.93
(219.362-010)	ADMINISTRATIVE CLERK	5	7.93	7.00	6.00 - 10.32	6.89	4.93 - 11.54
(169.167-014)	ADMINISTRATIVE SECRETARY	18	8.70	8.34	7.28 - 9.14	7.51	5.00 - 9.18
(410.674-010)	ANIMAL CARETAKER	14	4.60	4.12	3.80 - 5.97	3.73	3.40 - 4.00
(159.147-010)	ANNOUNCER	31	5.72	5.00	5.00 - 6.02	4.15	3.80 - 4.50
(001.061-010)	ARCHITECT	8	15.45	14.62	12.24 - 17.31	NA	NA NA
(185.167-047)	■ ASSISTANT RETAIL MANAGER	76	9.19	9.31	6.31 - 11.68	5.54	3.75 - 8.31
(189.117-010)	ASSOCIATION EXECUTIVE	12	13.06	11.88	8.32 - 17.80	8.34	3.46 - 15.33
(359.677-010)	ATTENDANT, CHILDREN'S INSTITUTION	18	4.88	4.25	4.00 - 4.83	NA	NA NA
(807.381-010)	AUTO BODY REPAIRER	39	9.54	9.00	6.60 - 12.50	6.58	5.25 - 7.50
(920.687-014)	BAGGER, GROCERY PACKER	16	3.93	3.85	3.81 - 4.15	4.05	3.80 - 4.50
(313.381-010)	BAKER	15	6.60	6.00	4.25 - 7.75	5.74	3.80 - 11.00
(312.474-010)	■ BARTENDER	261	5.42	5.00	4.90 - 6.00	4.78	3.00 - 7.00
(214.382-014)	BILLING CLERK	21	6.93	7.00	5.50 - 7.87	5.31	3.80 - 7.33
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	268	7.25	6.92	5.73 - 8.58	5.69	2.31 - 15.00
(203.582-014)	BRAILLE TYPIST	6	6.78	6.68	5.71 - 7.81	NA	NA NA
(850.683-010)	BULLDOZER OPERATOR	5	10.16	10.28	9.99 - 10.28	NA	NA NA
(913.463-010)	■ BUS DRIVER	256	6.46	5.50	5.50 - 7.50	6.11	4.81 - 7.50
(311.677-010)	CAFETERIA ATTENDANT	55	4.06	3.85	3.80 - 4.20	4.08	3.80 - 5.00
(143.062-022)	CAMERA OPERATOR	18	10.27	4.25	4.17 - 25.45	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(915.667-010)	CAR-WASH ATTENDANT, AUTOMATIC	4	4.63	4.75	4.12 - 5.00	NA	NA NA
(301.687-010)	■ CARETAKER	9	4.70	3.80	3.80 - 5.75	NA	NA NA
(195.107-010)	CASEWORKER	14	10.09	10.85	7.69 - 11.66	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	424	6.64	5.50	4.35 - 9.04	4.29	3.80 - 8.41
(211.362-010)	CASHIER, GENERAL	328	4.66	4.25	4.00 - 5.00	4.12	3.50 - 6.00
(211.462-010)	CASHIER, OFFICE	15	4.83	5.25	3.80 - 5.50	NA	NA NA
(406.684-010)	CEMETERY WORKER	4	5.91	5.50	4.65 - 7.58	NA	NA NA
(216.387-010)	CHECK-PROCESSING CLERK	6	6.73	5.61	5.15 - 9.41	NA	NA NA
(003.167-030)	CHIEF ENGINEER, BROADCASTING	10	13.86	12.26	10.75 - 13.27	9.29	7.21 - 12.00
(359.677-018)	■ CHILD CARE WORKER	62	4.13	4.05	3.80 - 4.25	3.73	2.42 - 5.00
(241.217-010)	■ CLAIM ADJUSTER	21	17.41	15.33	14.97 - 18.07	NA	NA NA
(241.362-010)	CLAIMS CLERK	20	8.51	7.50	6.55 - 9.61	5.66	4.75 - 6.43
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	5	18.95	20.65	10.69 - 26.34	NA	NA NA
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	246	4.94	4.50	4.00 - 5.19	4.90	1.92 - 20.00
(323.687-014)	CLEANER, HOUSEKEEPING	4	6.75	6.50	5.37 - 8.37	6.67	5.00 - 9.00
(203.362-010)	CLERK-TYPIST	80	6.31	5.74	5.00 - 7.21	5.28	3.75 - 11.65
(209.562-010)	CLERK, GENERAL	238	6.58	6.00	5.16 - 7.36	5.08	3.46 - 9.62
(309.677-010)	COMPANION	4	5.88	6.00	5.62 - 6.00	NA	NA NA
(213.362-010)	■ COMPUTER OPERATOR	91	7.43	7.00	5.54 - 8.50	5.86	3.80 - 10.00
(020.187-010)	■ COMPUTER PROGRAMMER	11	10.99	10.24	8.51 - 14.42	9.07	6.00 - 12.98
(012.167-066)	COMPUTER SYSTEMS ANALYST	21	13.28	13.14	12.31 - 13.59	11.01	6.00 - 17.00
(291.457-020)	CONCESSIONS VENDOR	15	3.87	3.80	3.80 - 4.00	NA	NA NA
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	12	12.78	13.75	8.62 - 17.50	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(186.117-014)	CONTROLLER	13	15.26	14.42	9.06 - 19.93	11.50	5.00 - 20.39
(526.381-026)	COOK, KETTLE	10	6.22	5.79	5.05 - 7.60	NA	NA NA
(315.361-010)	■ COOK, MESS	88	5.32	5.00	4.75 - 5.50	4.89	3.85 - 7.07
(313.361-014)	COOK, RESTAURANT	14	4.62	3.85	3.80 - 5.76	4.35	3.80 - 5.25
(160.167-018)	COST ACCOUNTANT	33	13.61	13.85	12.02 - 16.79	9.89	3.46 - 15.66
(205.367-022)	■ CREDIT CLERK	11	7.51	7.88	6.49 - 8.13	4.55	4.50 - 4.65
(102.017-010)	CURATOR	7	7.68	8.29	4.50 - 8.66	NA	NA NA
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	8	10.84	8.17	7.32 - 14.21	8.41	7.00 - 11.02
(203.582-026)	DATA - CODER OPERATOR	9	6.81	6.50	5.75 - 8.62	5.50	4.50 - 6.00
(299.477-010)	DELIVERER, MERCHANDISE	25	5.55	5.00	4.37 - 5.75	4.25	4.00 - 4.75
(230.667-010)	■ DELIVERER, OUTSIDE	11	4.64	4.40	4.00 - 5.00	4.14	3.75 - 5.00
(079.371-010)	DENTAL ASSISTANT	70	7.02	6.90	6.00 - 8.08	5.64	3.05 - 8.40
(078.361-010)	■ DENTAL HYGIENIST	22	15.28	15.00	12.28 - 16.25	12.35	6.24 - 16.00
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	8	8.34	8.54	6.77 - 9.00	NA	NA NA
(072.101-010)	DENTIST	5	24.04	29.42	6.25 - 39.13	NA	NA NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	15	9.72	9.70	7.50 - 11.00	NA	NA NA
(142.081-010)	■ DESIGNER, FLORAL	36	4.72	4.62	4.05 - 5.00	4.02	3.80 - 4.50
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	10	3.83	3.80	3.65 - 3.80	NA	NA NA
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	15	11.07	8.65	7.50 - 15.63	8.03	3.80 - 16.83
(187.167-030)	■ DIRECTOR, FUNERAL	5	14.17	13.43	11.41 - 17.31	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	10	18.15	15.07	11.97 - 18.87	19.16	11.20 - 34.75
(913.167-014)	DISPATCHER, BUS AND TROLLEY	3	12.17	10.78	10.44 - 15.29	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(954.362-010)	DITCH RIDER	15	9.65	9.54	9.54 - 9.96	8.15	6.92 - 9.00
(001.261-010)	DRAFTER, ARCHITECTURAL	4	10.82	8.89	7.57 - 16.00	NA	NA - NA
(828.251-010)	■ELECTRONIC SALES & SERVICE TECHNICIAN	6	7.91	8.58	6.98 - 8.74	NA	NA - NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	8	17.52	17.75	13.72 - 20.35	13.05	6.75 - 16.36
(010.061-018)	ENGINEER, PETROLEUM	3	22.01	19.04	19.04 - 27.95	NA	NA - NA
(194.282-010)	ENGINEER, VIDEO	11	7.94	8.20	6.25 - 9.00	NA	NA - NA
(189.117-034)	■EXECUTIVE OFFICER	96	21.00	21.50	15.02 - 26.00	13.40	2.77 - 25.00
(090.227-010)	■FACULTY MEMBER, COLLEGE OR UNIVERSITY	43	11.35	10.99	10.38 - 12.00	NA	NA - NA
(624.281-010)	FARM EQUIPMENT MECHANIC	11	7.91	7.50	7.00 - 8.65	7.26	6.00 - 9.78
(185.137-011)	FAST FOOD ASSISTANT MANAGER	17	5.89	5.25	4.60 - 6.30	4.56	3.80 - 5.20
(311.472-010)	FAST-FOODS WORKER	297	4.06	3.95	3.80 - 4.25	3.79	3.35 - 4.50
(206.362-010)	FILE CLERK	40	5.51	5.57	4.82 - 6.32	4.62	4.00 - 6.00
(343.467-014)	FLOOR ATTENDANT	22	4.53	4.50	4.43 - 4.75	4.30	3.80 - 5.00
(620.281-038)	■FRONT END MECHANIC	10	9.97	10.93	7.18 - 12.46	NA	NA - NA
(293.157-010)	FUND RAISER	5	8.30	7.77	4.72 - 12.13	5.67	1.73 - 8.21
(620.131-014)	■GARAGE SUPERVISOR	3	9.12	8.12	8.12 - 11.11	NA	NA - NA
(600.280-022)	GENERAL MACHINIST	15	10.93	13.29	7.00 - 13.35	6.33	6.00 - 7.00
(070.101-022)	■GENERAL PRACTITIONER	11	48.27	32.69	25.38 - 96.15	NA	NA - NA
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA - NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	24	7.53	7.21	5.37 - 9.75	NA	NA - NA
(313.381-000)	■GROCERY-STORE BAKER	15	6.58	6.50	4.75 - 8.01	NA	NA - NA
(406.684-014)	●■GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	49	6.55	6.35	6.35 - 6.84	6.39	4.76 - 9.23
(195.164-010)	GROUP WORKER	4	6.34	6.61	4.82 - 7.57	NA	NA - NA

■ Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

● Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(353.167-010)	GUIDE, TRAVEL	10	5.00	4.76	4.39 - 4.76	NA	NA - NA
(332.271-018)	■HAIR STYLIST	45	5.13	4.35	4.00 - 4.35	5.08	3.35 - 10.00
(354.377-014)	HOME ATTENDANT	10	5.70	6.00	5.00 - 6.00	NA	NA - NA
(405.687-014)	HORTICULTURAL LABORER	4	5.38	5.37	4.87 - 5.87	4.33	4.00 - 5.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	26	6.79	6.74	5.77 - 7.81	NA	NA - NA
(310.137-010)	HOST/HOSTESS, RESTAURANT	6	5.12	4.75	4.32 - 6.42	NA	NA - NA
(238.362-010)	■HOTEL (HOTEL) CLERK	71	4.74	4.50	4.20 - 5.00	3.95	3.80 - 4.00
(323.687-018)	HOUSECLEANER	18	4.02	4.00	3.97 - 4.00	NA	NA - NA
(153.227-018)	■INSTRUCTOR, SPORTS	5	14.33	18.00	7.83 - 19.00	NA	NA - NA
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	12	6.95	5.17	3.96 - 5.63	NA	NA - NA
(160.167-034)	INTERNAL AUDITOR	8	10.42	10.71	6.84 - 13.90	8.46	5.50 - 12.00
(222.387-026)	■INVENTORY CLERK	21	6.98	6.55	5.55 - 8.32	5.53	4.00 - 8.00
(382.664-010)	●■JANITOR	305	5.10	4.88	4.25 - 5.50	4.91	3.46 - 8.00
(381.137-010)	● JANITORIAL SERVICES SUPERVISOR	6	6.36	6.10	4.93 - 7.55	NA	NA - NA
(700.281-010)	JEWELER	4	6.38	6.37	5.87 - 6.87	4.83	4.00 - 5.50
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	21	7.01	6.75	6.00 - 8.08	6.33	4.50 - 11.00
(318.687-010)	■KITCHEN HELPER	226	4.12	4.00	3.80 - 4.25	3.89	3.80 - 4.50
(029.261-010)	LABORATORY TESTER	7	12.82	12.20	12.20 - 14.83	NA	NA - NA
(500.000-000)	■LABORER, GENERAL	104	6.07	5.00	4.00 - 7.24	4.85	3.75 - 9.16
(018.167-018)	LAND SURVEYOR	5	11.54	10.00	8.32 - 15.52	NA	NA - NA
(361.684-014)	LAUNDRY WORKER	25	5.24	5.15	4.37 - 6.55	4.00	3.80 - 4.37
(110.107-010)	■LAWYER	48	16.22	14.09	11.56 - 17.79	12.52	9.23 - 23.08
(201.362-010)	LEGAL SECRETARY	85	8.53	8.55	7.00 - 10.14	5.52	4.00 - 8.24

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	75	8.37	8.15	6.94 - 9.97	NA	NA NA
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	54	7.63	7.54	7.32 - 8.00	6.42	5.00 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	9	7.95	8.05	7.45 - 8.75	NA	NA NA
(186.267-018)	■ LOAN OFFICER	39	10.60	10.17	8.46 - 12.06	6.96	4.00 - 8.77
(209.587-026)	MAIL CLERK	24	6.48	5.49	4.84 - 7.34	5.48	3.65 - 9.00
(860.281-010)	MAINTENANCE CARPENTER	5	6.36	7.00	5.00 - 7.39	NA	NA NA
(829.281-014)	■ MAINTENANCE ELECTRICIAN	11	14.97	14.54	13.50 - 15.43	NA	NA NA
(638.131-022)	MAINTENANCE MECHANIC SUPERVISOR	5	13.27	12.89	11.66 - 15.06	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	59	8.78	8.04	6.00 - 11.29	6.57	3.04 - 12.68
(189.167-018)	MANAGEMENT TRAINEE	28	5.55	4.47	4.20 - 5.21	6.17	4.00 - 16.67
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	9	10.29	8.77	7.29 - 13.50	NA	NA NA
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	9	8.42	8.31	6.22 - 10.29	7.96	6.10 - 9.23
(168.167-054)	MANAGER, CREDIT AND COLLECTION	10	11.69	9.51	8.76 - 15.64	8.99	6.71 - 12.09
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	6	13.69	12.54	7.06 - 20.35	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	83	10.14	8.65	6.63 - 11.54	8.67	3.85 - 20.88
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	15	6.57	6.66	5.04 - 7.69	5.16	4.00 - 6.92
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	45	14.41	14.77	10.82 - 16.35	10.99	4.00 - 17.50
(187.167-106)	MANAGER, FOOD SERVICE	7	9.25	8.65	7.50 - 10.38	6.74	6.00 - 7.21
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	24	13.15	13.08	10.75 - 15.48	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(184.117-046)	MANAGER, IRRIGATION DISTRICT	3	13.14	12.48	11.00 - 15.95	NA	NA NA
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	7	6.77	7.00	5.90 - 7.00	5.67	5.00 - 7.00
(320.137-014)	■ MANAGER, LODGING FACILITIES	37	8.36	7.29	6.07 - 9.98	5.94	4.00 - 8.75

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(185.167-034)	■ MANAGER, MERCHANDISE	10	11.61	9.29	5.61 - 20.77	4.49	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	207	10.18	9.00	7.20 - 11.62	7.69	3.50 - 20.00
(185.167-038)	■ MANAGER, PARTS	12	8.58	8.52	7.13 - 9.08	6.38	4.36 - 8.15
(183.117-014)	MANAGER, PLANT	15	15.06	11.54	7.75 - 23.30	6.71	4.00 - 9.62
(185.167-046)	■ MANAGER, RETAIL STORE	224	9.91	9.18	6.92 - 12.10	7.69	1.85 - 15.38
(012.167-058)	MANAGER, SAFETY	4	14.23	16.23	8.12 - 18.33	NA	NA NA
(163.167-018)	■ MANAGER, SALES	36	10.96	10.86	8.73 - 12.90	6.52	3.30 - 11.53
(184.167-094)	MANAGER, TRAFFIC	7	11.28	10.58	9.65 - 14.42	8.84	6.50 - 12.02
(929.687-030)●	MATERIAL HANDLER	41	8.63	8.00	6.00 - 10.84	5.75	5.00 - 7.50
(316.684-018)	MEAT CUTTER	44	8.99	10.00	6.50 - 11.02	5.91	4.00 - 13.13
(920.587-017)	MEAT PACKAGER	22	7.17	8.76	5.11 - 8.89	4.41	3.80 - 5.32
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	88	5.79	5.50	4.75 - 6.00	4.89	3.80 - 7.00
(621.281-014)	MECHANIC, AIRCRAFT	28	12.38	12.37	12.37 - 12.86	NA	NA NA
(620.261-010)●■	MECHANIC, AUTOMOBILE	253	9.28	9.00	6.50 - 12.00	6.48	4.00 - 11.50
(625.281-010)	■ MECHANIC, DIESEL	162	11.05	11.69	9.37 - 13.26	7.21	4.00 - 12.57
(638.281-014)	■ MECHANIC, MAINTENANCE	53	8.56	8.00	6.25 - 10.00	6.45	4.50 - 10.00
(079.367-010)	MEDICAL ASSISTANT	21	8.17	7.50	6.29 - 9.41	5.82	4.00 - 10.00
(245.362-010)	MEDICAL RECORD CLERK	45	5.84	5.43	4.82 - 6.58	4.97	4.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	58	7.55	7.41	6.05 - 8.91	5.16	3.80 - 6.50
(078.361-014)	MEDICAL TECHNOLOGIST	34	12.01	11.75	10.20 - 14.43	8.85	6.50 - 9.75
(201.362-018)	■ MEMBERSHIP SECRETARY	7	7.85	7.81	6.50 - 9.00	5.95	5.00 - 6.84
(293.357-022)	■ MEMBERSHIP SOLICITOR	6	10.96	11.32	9.81 - 12.11	NA	NA NA
(239.567-010)	MESSENGER	31	5.29	5.00	4.00 - 6.00	4.67	3.64 - 7.10

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(899.484-010)	MOBILE-HOME-LOT UTILITY WORKER	11	6.23	5.77	5.77 - 7.21	NA	NA NA
(249.382-010)	■ MORTGAGE CLERK	28	6.58	6.41	5.51 - 7.19	5.79	4.93 - 8.65
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	10	9.17	8.09	6.22 - 12.62	6.71	4.50 - 11.00
(205.362-026)	NEW-ACCOUNTS CLERK	9	6.30	6.11	5.49 - 6.83	NA	NA NA
(184.167-014)	NEWS DIRECTOR	5	10.80	11.78	7.60 - 13.49	8.41	5.77 - 13.46
(355.674-014)	NURSE AIDE/ORDERLY	258	5.96	5.46	5.00 - 6.83	4.86	3.85 - 7.10
(075.264-010)	NURSE PRACTITIONER	6	11.67	11.50	10.62 - 12.62	NA	NA NA
(075.127-018)	NURSE, HEAD	19	19.07	19.30	18.33 - 21.40	NA	NA NA
(075.374-018)	■ NURSE, PRIVATE DUTY	12	6.29	5.00	5.00 - 7.87	6.80	4.00 - 10.00
(075.127-022)	NURSE, SUPERVISOR	19	16.82	18.23	10.80 - 21.08	13.58	10.25 - 20.76
(633.281-018)●	OFFICE MACHINE SERVICER	42	7.63	7.50	6.92 - 8.65	6.54	5.77 - 7.50
(651.482-010)	OFFSET-PRESS OPERATOR	10	10.27	11.91	7.75 - 11.93	NA	NA NA
(170.170-000)	ONE-PERSON OFFICE WORKER	69	5.86	5.50	4.56 - 7.00	4.68	2.31 - 7.69
(186.167-050)	OPERATIONS OFFICER	9	14.52	16.83	11.56 - 18.34	NA	NA NA
(716.280-014)	OPTICIAN, OPTICAL MECHANIC	4	9.29	6.07	5.36 - 16.43	NA	NA NA
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	6	8.84	7.64	7.09 - 10.71	NA	NA NA
(079.364-014)	OPTOMETRIC ASSISTANT	4	9.46	8.75	7.88 - 11.75	NA	NA NA
(249.367-054)	ORDER CLERK	14	7.47	6.12	5.53 - 8.70	5.75	4.50 - 8.00
(920.587-018)	■ PACKAGER, HAND	15	6.43	6.00	6.00 - 7.50	5.17	4.50 - 6.00
(119.267-026)	PARALEGAL ASSISTANT	22	10.07	9.79	7.95 - 12.15	5.57	3.04 - 8.07
(222.367-042)	PARTS CLERK	9	6.39	6.25	5.37 - 7.22	NA	NA NA
(191.157-010)	■ PAWNBROKER	10	6.59	6.06	2.91 - 9.52	NA	NA NA
(215.482-010)	PAYROLL CLERK	32	8.16	7.59	6.12 - 9.12	6.54	5.00 - 12.70

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(074.161-010)	PHARMACIST	34	17.52	18.25	15.86 - 19.43	13.69	8.00 - 16.82
(074.387-010)	PHARMACY HELPER	11	6.80	6.75	5.90 - 7.81	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	10	16.92	16.79	15.34 - 19.42	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	14	5.96	5.90	5.40 - 6.77	4.94	4.70 - 5.25
(214.482-023)	POLICY RATER, COMMERCIAL PROP & CAS	5	10.78	8.68	8.32 - 14.27	NA	NA NA
(214.482-022)	POLICY RATER, PERSONAL LINES	5	8.73	7.99	5.96 - 11.87	NA	NA NA
(219.362-042)	POLICY-CHANGE CLERK	12	8.03	7.50	5.72 - 9.00	6.39	5.00 - 11.27
(221.382-018)	PRODUCTION CLERK	6	10.16	8.31	7.73 - 12.92	6.94	5.00 - 9.27
(699.130-010)	PRODUCTION SUPERVISOR	4	17.02	15.79	8.55 - 26.72	10.35	7.50 - 14.90
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	13	13.99	12.66	8.53 - 19.49	8.57	5.77 - 12.66
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	13	11.53	11.30	8.38 - 13.51	9.48	8.08 - 12.00
(162.157-038)	PURCHASING AGENT	67	10.57	10.25	7.47 - 12.98	8.72	4.60 - 12.86
(237.367-038)	RECEPTIONIST	195	6.15	6.00	5.19 - 7.00	4.97	3.69 - 7.46
(075.374-014)	REGISTERED NURSE, CLINIC	182	14.28	14.69	11.29 - 16.47	9.11	5.00 - 13.23
(313.131-014)	■ RESTAURANT CHEF	108	5.93	5.50	4.96 - 6.25	4.61	3.80 - 6.24
(292.353-010)	■ ROUTE DRIVER	187	7.16	4.00	3.85 - 8.65	4.54	3.80 - 5.50
(250.257-010)	■ SALES AGENT, INSURANCE	14	11.84	12.30	5.51 - 16.36	6.47	2.88 - 9.62
(290.477-014)	■ SALES CLERK	69	4.26	4.00	4.00 - 4.25	3.81	2.50 - 4.25
(290.477-018)	SALES CLERK, FOOD	54	5.13	4.62	4.00 - 6.20	4.46	4.00 - 5.32
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	15	9.76	10.00	4.90 - 15.86	NA	NA NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	269	10.49	10.30	6.00 - 12.62	7.55	3.32 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	778	6.26	5.00	4.15 - 7.27	4.66	2.30 - 9.00
(279.357-062)	SALESPERSON, PARTS	19	7.22	7.10	6.50 - 8.50	6.59	3.80 - 14.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(201.362-030)	SECRETARY	284	7.17	6.80	5.50 - 8.35	5.39	3.46 - 13.85
(372.667-034) ●	SECURITY GUARD	68	6.19	5.15	5.00 - 6.67	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	32	5.19	5.00	4.25 - 5.93	NA	NA NA
(955.362-010)	SEWAGE PLANT OPERATOR	5	8.58	7.80	7.30 - 10.25	NA	NA NA
(389.667-010) ■	SEXTON	4	8.15	8.07	7.50 - 8.88	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	68	6.27	6.00	4.56 - 7.81	4.92	3.50 - 7.35
(313.361-022) ■	SHORT-ORDER COOK	164	4.88	5.00	4.25 - 5.25	4.22	3.45 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	45	9.93	9.00	7.44 - 12.50	7.47	3.80 - 12.89
(319.474-010)	SODA DISPENSER	17	3.94	3.85	3.80 - 4.00	NA	NA NA
(166.167-046)	SPECIAL AGENT	5	11.99	11.54	4.93 - 19.28	NA	NA NA
(408.684-014)	SPRAYER, HAND	7	6.14	6.00	6.00 - 6.00	NA	NA NA
(219.362-058)	STATEMENT CLERK	3	8.47	6.93	5.50 - 12.98	NA	NA NA
(202.362-014)	STENOGRAPHER	11	9.62	9.23	7.58 - 11.96	5.99	5.00 - 9.23
(222.387-058) ■	STOCK CLERK	84	6.16	5.00	4.50 - 7.26	5.17	4.00 - 11.02
(922.687-058)	STORES LABORER	62	7.35	7.00	5.00 - 8.96	5.60	3.80 - 9.50
(187.167-190)	SUPERINTENDENT, BUILDING	4	11.54	10.18	8.53 - 15.91	NA	NA NA
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	7	13.98	15.38	12.50 - 15.38	NA	NA NA
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	4	10.97	11.56	9.23 - 12.12	NA	NA NA
(205.367-054) ■	SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	4	8.68	8.00	6.00 - 12.02	NA	NA NA
(869.567-010)	SURVEYOR HELPER	6	6.23	6.00	5.25 - 7.08	5.50	4.00 - 7.50
(785.261-014) ■	TAILOR	9	5.27	5.00	4.25 - 6.37	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	21	5.17	4.00	3.80 - 6.88	4.88	3.80 - 6.71

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 4 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(003.161-014)	TECHNICIAN, ELECTRONIC	30	13.56	14.11	12.17 - 15.81	10.18	8.08 - 13.24
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	3	10.23	10.00	5.00 - 15.69	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	41	9.51	9.52	8.35 - 10.38	7.62	5.80 - 9.50
(235.662-022)	TELEPHONE OPERATOR	25	5.55	5.71	4.45 - 6.48	5.28	4.00 - 7.10
(821.281-010)	TELEVISION CABLE INSTALLER	5	8.62	9.20	7.00 - 9.94	NA	NA NA
(211.362-018)	TELLER	153	5.60	5.54	4.96 - 5.99	4.50	3.75 - 5.37
(211.132-010)	TELLER, HEAD	8	7.16	6.80	6.36 - 7.64	5.49	4.93 - 5.77
(203.582-054)	TERMINAL OPERATOR	10	7.24	7.14	6.81 - 8.26	NA	NA NA
(915.684-010)	■ TIRE REPAIRER	23	6.54	6.50	6.00 - 7.00	4.38	4.00 - 5.00
(119.287-010)	TITLE EXAMINER	3	9.37	9.23	7.00 - 11.87	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	26	9.07	8.87	8.00 - 9.50	6.52	4.62 - 9.00
(906.683-022)	■ TRUCK DRIVER, LIGHT	27	7.90	8.50	6.00 - 9.75	6.05	3.50 - 9.00
(903.683-018)	TRUCK DRIVER, TANK	7	7.72	8.17	7.00 - 8.20	NA	NA NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	66	7.46	7.00	6.75 - 8.73	6.12	3.09 - 10.00
(219.367-038)	UNDERWRITING CLERK	8	7.14	6.75	6.18 - 7.31	NA	NA NA
(073.101-010)	■ VETERINARIAN	6	11.87	12.82	10.21 - 13.36	8.46	7.69 - 10.00
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	3	20.19	12.98	11.54 - 36.06	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	498	3.98	3.80	3.80 - 4.00	3.88	3.25 - 6.00
(311.477-018)	WAITER/WAITRESS, BAR	22	4.12	4.00	3.80 - 4.25	3.96	3.80 - 4.25
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	20	10.14	8.00	6.73 - 15.73	8.08	4.50 - 12.58

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 5 Wage Information



REGION 5: Broadwater, Jefferson, Meagher,
and Lewis & Clark Counties

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	105	14.05	12.25	9.44 - 15.61	7.99	3.80 - 13.48
(216.482-010)	ACCOUNTING CLERK	62	8.05	7.68	6.47 - 9.18	6.48	4.00 - 9.50
(187.137-010)	■ ACTIVITY COORDINATOR	11	5.38	5.00	3.75 - 6.97	5.36	3.75 - 8.00
(169.167-010)	ADMINISTRATIVE ASSISTANT	24	8.89	8.17	6.29 - 10.43	7.61	6.10 - 10.21
(169.167-014)	ADMINISTRATIVE SECRETARY	15	8.68	8.37	8.17 - 9.76	7.54	5.00 - 10.40
(159.147-010)	ANNOUNCER	13	5.54	5.00	4.24 - 6.41	NA	NA NA
(001.061-010)	ARCHITECT	10	11.38	12.50	8.32 - 13.51	6.82	5.04 - 8.50
(185.167-047)	■ ASSISTANT RETAIL MANAGER	48	9.91	11.05	6.35 - 13.02	5.57	3.75 - 7.87
(189.117-010)	ASSOCIATION EXECUTIVE	34	18.12	16.42	13.36 - 22.87	12.80	5.38 - 20.00
(160.162-014)	AUDITOR	3	11.89	11.38	10.12 - 14.17	NA	NA NA
(807.381-010)	AUTO BODY REPAIRER	18	11.41	11.75	10.00 - 12.79	NA	NA NA
(313.381-010)	BAKER	21	6.32	6.00	5.00 - 7.50	4.35	3.80 - 5.00
(312.474-010)	■ BARTENDER	118	5.61	5.50	5.00 - 6.50	4.58	3.80 - 5.50
(214.382-014)	BILLING CLERK	17	7.38	7.00	6.29 - 7.96	5.88	4.50 - 7.33
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	155	7.61	7.50	6.00 - 9.05	6.05	3.46 - 10.00
(210.382-022)	BOOKKEEPING MACHINE OPERATOR	3	6.92	7.15	5.50 - 8.10	NA	NA NA
(913.463-010)	■ BUS DRIVER	169	5.98	5.50	5.50 - 5.50	NA	NA NA
(187.167-018)	BUSINESS REPRESENTATIVE, LABOR UNION	8	15.67	13.28	13.22 - 17.77	NA	NA NA
(195.137-010)	CASEWORKER SUPERVISOR	13	6.56	6.40	6.40 - 6.92	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	334	7.03	6.75	4.50 - 9.51	4.14	3.50 - 5.00
(211.362-010)	CASHIER, GENERAL	187	4.69	4.50	4.00 - 5.00	4.11	3.35 - 5.50
(211.462-010)	CASHIER, OFFICE	6	5.42	5.50	5.07 - 5.95	3.93	3.80 - 4.00
(359.677-018)	■ CHILD CARE WORKER	29	4.85	4.30	4.30 - 5.00	3.92	3.50 - 4.30

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(241.217-010)	■ CLAIM ADJUSTER	19	17.82	15.33	14.97 - 18.07	NA	NA NA
(241.362-010)	CLAIMS CLERK	18	8.66	7.62	6.80 - 9.62	6.71	5.80 - 7.89
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	119	5.18	5.00	4.04 - 5.30	5.39	3.50 - 20.00
(203.362-010)	CLERK-TYPIST	43	6.71	6.25	5.23 - 7.50	5.76	3.75 - 9.50
(209.562-010)	CLERK, GENERAL	127	6.66	6.40	5.25 - 7.67	5.47	3.80 - 7.50
(213.362-010)	■ COMPUTER OPERATOR	63	6.66	5.77	5.50 - 8.16	5.96	4.25 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	14	9.34	8.84	6.69 - 12.52	6.69	5.77 - 7.86
(012.167-066)	COMPUTER SYSTEMS ANALYST	19	13.90	13.14	12.31 - 13.33	11.75	7.20 - 17.00
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	17	12.09	10.50	9.00 - 16.75	NA	NA NA
(186.117-014)	CONTROLLER	14	15.81	14.71	11.68 - 18.98	12.13	7.93 - 20.39
(315.361-010)	■ COOK, MESS	29	6.02	5.50	4.73 - 6.01	5.00	3.35 - 11.00
(160.167-018)	COST ACCOUNTANT	26	15.49	13.92	13.08 - 17.48	12.42	8.50 - 21.03
(191.267-014)	■ CREDIT ANALYST	6	7.64	7.57	6.75 - 8.29	6.50	6.23 - 7.00
(205.367-022)	■ CREDIT CLERK	12	7.73	7.91	6.55 - 8.78	5.25	4.65 - 5.84
(299.477-010)	DELIVERER, MERCHANDISE	19	4.86	5.00	4.50 - 5.50	4.25	4.00 - 4.75
(230.667-010)	■ DELIVERER, OUTSIDE	5	3.99	3.85	3.85 - 4.20	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	40	7.34	7.00	6.53 - 8.44	5.41	4.50 - 7.00
(078.361-010)	■ DENTAL HYGIENIST	20	14.94	13.81	12.50 - 14.85	11.17	8.00 - 14.00
(142.081-010)	■ DESIGNER, FLORAL	7	5.82	5.00	5.00 - 7.00	4.17	4.00 - 4.50
(141.061-018)	DESIGNER, GRAPHIC	4	7.80	7.62	5.50 - 10.28	NA	NA NA
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	12	12.33	10.77	6.29 - 17.86	11.09	3.35 - 24.04

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(184.117-010)	DIRECTOR, PUBLIC SERVICE	12	19.39	15.50	15.00 - 24.36	NA	NA - NA
(005.281-010)	DRAFTER, CIVIL	4	10.80	11.00	9.89 - 11.49	NA	NA - NA
(010.281-014)	DRAFTER, GEOLOGICAL	9	12.28	13.27	9.80 - 14.26	NA	NA - NA
(828.251-010)	■ELECTRONIC SALES & SERVICE TECHNICIAN	3	6.70	7.00	6.00 - 7.10	NA	NA - NA
(005.061-014)	ENGINEER, CIVIL	14	14.43	14.87	12.00 - 16.44	13.14	11.00 - 18.00
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	3	20.79	19.78	16.83 - 25.77	NA	NA - NA
(189.117-034)	■EXECUTIVE OFFICER	75	20.59	21.63	13.22 - 26.00	13.39	2.77 - 25.00
(185.137-011)	FAST FOOD ASSISTANT MANAGER	15	5.37	4.95	4.60 - 5.95	NA	NA - NA
(311.472-010)	FAST-FOODS WORKER	171	4.11	4.00	3.80 - 4.25	3.79	3.25 - 4.25
(206.362-010)	FILE CLERK	34	5.12	4.69	4.00 - 6.00	4.48	3.80 - 5.50
(293.157-010)	FUND RAISER	4	5.20	4.63	2.65 - 8.30	4.83	1.73 - 8.20
(600.280-022)	GENERAL MACHINIST	13	9.46	10.00	7.00 - 11.00	6.25	6.00 - 7.00
(070.101-022)	■GENERAL PRACTITIONER	5	42.83	36.26	20.19 - 68.75	NA	NA - NA
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA - NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	17	6.28	6.50	5.00 - 7.21	NA	NA - NA
(406.684-014)◆■	GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	12	5.13	5.00	4.50 - 5.77	4.56	3.30 - 6.00
(353.161-010)	■GUIDE, HUNTING AND FISHING	33	13.25	11.00	5.16 - 21.25	NA	NA - NA
(332.271-018)	■HAIR STYLIST	27	4.97	4.35	4.35 - 4.35	4.00	4.00 - 4.00
(238.362-010)	■HOTEL (MOTEL) CLERK	42	4.38	4.12	4.00 - 4.75	3.81	3.00 - 4.25
(153.227-014)	INSTRUCTOR, PHYSICAL	6	7.17	7.50	5.00 - 8.50	NA	NA - NA
(160.167-034)	INTERNAL AUDITOR	5	12.35	12.75	9.78 - 14.71	9.45	5.60 - 12.00
(222.387-026)	■INVENTORY CLERK	6	6.70	4.51	3.62 - 11.89	NA	NA - NA
(020.167-014)	INVESTMENT ANALYST	4	14.80	14.94	12.26 - 17.18	11.76	10.58 - 13.16

◆ Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(382.664-010) ● ■ JANITOR		169	4.86	4.25	4.25 - 5.00	4.94	3.00 - 8.84
(381.137-010) ● JANITORIAL SERVICES SUPERVISOR		4	8.42	7.00	5.31 - 12.93	NA	NA NA
(343.467-022) KENO WRITER		17	4.47	4.25	3.85 - 5.12	NA	NA NA
(203.582-030) KEY PUNCH/KEY TAPE OPERATOR		10	7.33	6.90	6.13 - 9.00	5.60	5.00 - 6.43
(318.687-010) ■ KITCHEN HELPER		166	4.24	4.00	3.85 - 4.50	4.03	3.50 - 7.36
(029.261-010) LABORATORY TESTER		13	11.33	13.53	9.10 - 13.53	NA	NA NA
(500.000-000) ■ LABORER, GENERAL		33	5.89	5.50	4.60 - 7.43	4.43	3.80 - 5.00
(361.684-014) LAUNDRY WORKER		19	4.59	4.45	4.40 - 5.00	4.23	3.90 - 4.50
(110.107-010) ■ LAWYER		40	19.67	14.85	12.94 - 19.48	24.26	9.23 - 85.00
(201.362-010) LEGAL SECRETARY		55	8.20	8.25	7.00 - 9.25	6.11	4.25 - 9.00
(079.374-015) LICENSED-PRACTICAL NURSE, CLINIC		15	7.96	8.00	7.25 - 8.50	6.92	5.00 - 8.00
(079.374-011) LICENSED-PRACTICAL NURSE, LONG-TERM CARE		10	7.84	7.82	7.53 - 8.56	7.07	6.00 - 8.00
(186.267-018) ■ LOAN OFFICER		40	11.45	11.21	8.89 - 12.49	9.00	6.00 - 13.46
(454.684-018) ■ LOGGER, ALL AROUND		3	10.86	9.57	8.00 - 15.00	NA	NA NA
(209.587-026) MAIL CLERK		22	9.90	11.86	6.21 - 12.00	5.75	4.42 - 9.00
(829.281-014) ■ MAINTENANCE ELECTRICIAN		13	15.86	15.00	14.14 - 16.44	NA	NA NA
(899.381-010) MAINTENANCE REPAIRER, BUILDING		23	8.09	7.50	6.00 - 9.83	6.71	4.50 - 10.47
(189.167-018) MANAGEMENT TRAINEE		21	4.66	4.40	4.12 - 4.75	4.31	4.00 - 5.00
(185.167-058) ■ MANAGER, AUTO SERVICE DEPARTMENT		6	13.83	13.81	12.23 - 15.56	NA	NA NA
(168.167-054) MANAGER, CREDIT AND COLLECTION		10	12.17	11.33	9.16 - 15.64	11.67	9.09 - 14.42
(169.167-030) MANAGER, ELECTRONIC DATA PROCESSING		5	17.83	19.23	12.54 - 22.41	NA	NA NA
(166.167-030) ■ MANAGER, EMPLOYMENT		40	11.17	10.19	6.06 - 14.92	8.76	2.88 - 13.38
(185.137-010) ■ MANAGER, FAST FOOD SERVICES		12	8.32	8.54	7.11 - 9.23	5.96	4.81 - 6.92

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	42	13.74	13.34	10.72 - 16.16	12.71	7.50 - 19.23
(187.167-106)	MANAGER, FOOD SERVICE	12	8.29	7.89	6.69 - 9.23	6.37	5.54 - 7.21
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	27	12.11	13.08	8.50 - 15.04	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	5	21.12	22.49	14.55 - 27.00	17.24	7.63 - 23.45
(320.137-014)	■ MANAGER, LODGING FACILITIES	15	7.25	6.81	4.10 - 8.65	5.66	4.62 - 6.59
(185.167-034)	■ MANAGER, MERCHANDISE	9	12.52	11.90	6.31 - 20.77	5.80	3.73 - 10.00
(169.167-034)	■ MANAGER, OFFICE	130	10.83	9.50	7.78 - 11.65	8.65	4.00 - 22.24
(185.167-046)	■ MANAGER, RETAIL STORE	129	10.69	9.50	7.50 - 13.65	7.46	2.37 - 14.42
(012.167-058)	MANAGER, SAFETY	5	17.43	17.97	15.61 - 18.96	NA	NA NA
(163.167-018)	■ MANAGER, SALES	10	9.22	8.82	6.18 - 10.34	5.23	3.66 - 6.92
(187.167-154)	MANAGER, THEATER	3	9.98	10.00	9.94 - 10.00	NA	NA NA
(929.687-030)	● MATERIAL HANDLER	25	9.91	10.20	6.75 - 12.31	6.50	5.50 - 8.00
(316.684-018)	MEAT CUTTER	26	9.81	10.94	9.82 - 11.09	6.05	4.50 - 7.00
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	13	6.74	5.50	5.00 - 9.22	4.93	3.80 - 6.00
(620.261-010)	●■ MECHANIC, AUTOMOBILE	136	9.78	9.49	6.70 - 13.50	7.55	5.00 - 13.30
(620.261-022)	● MECHANIC, CONSTRUCTION EQUIPMENT	7	18.25	20.38	8.50 - 27.26	NA	NA NA
(625.281-010)	■ MECHANIC, DIESEL	115	13.01	13.40	12.10 - 13.75	8.65	6.00 - 13.30
(828.281-010)	● MECHANIC, ELECTRONICS	31	13.56	15.91	10.63 - 15.91	NA	NA NA
(638.281-014)	■ MECHANIC, MAINTENANCE	34	12.46	13.25	9.92 - 15.54	8.08	5.00 - 13.30
(079.367-010)	MEDICAL ASSISTANT	9	8.45	8.17	7.00 - 10.45	6.80	5.50 - 7.69
(245.362-010)	MEDICAL RECORD CLERK	6	7.72	7.52	4.82 - 10.82	5.65	4.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	16	7.94	8.00	7.00 - 8.88	6.22	4.50 - 8.00
(201.362-018)	■ MEMBERSHIP SECRETARY	7	6.40	7.25	2.89 - 10.20	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(293.357-022)	■ MEMBERSHIP SOLICITOR	5	8.83	9.61	6.35 - 10.92	NA	NA NA
(239.567-010)	MESSENGER	17	5.22	5.00	4.25 - 6.00	4.75	3.35 - 7.10
(249.382-010)	■ MORTGAGE CLERK	30	6.75	6.70	5.69 - 7.38	5.36	4.93 - 6.00
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	5	11.78	12.00	10.69 - 12.75	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	12	6.21	6.11	5.76 - 6.40	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	1,352	4.20	4.30	4.00 - 4.30	4.67	4.00 - 7.10
(075.121-010)	NURSE, INSTRUCTOR	5	16.37	18.23	10.15 - 21.66	10.61	7.50 - 13.23
(075.374-018)	■ NURSE, PRIVATE DUTY	24	13.06	14.50	12.00 - 14.50	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	13	16.55	18.23	11.65 - 19.92	13.45	10.25 - 15.38
(633.281-018)	● OFFICE MACHINE SERVICER	34	7.64	7.50	6.92 - 8.65	NA	NA NA
(170.170-000)	ONE-PERSON OFFICE WORKER	28	7.83	7.65	6.31 - 9.52	5.60	3.68 - 9.00
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	5	7.30	7.21	6.56 - 8.07	NA	NA NA
(249.367-054)	ORDER CLERK	7	7.22	6.00	5.05 - 7.00	NA	NA NA
(119.267-026)	PARALEGAL ASSISTANT	11	9.15	9.36	6.92 - 10.00	8.78	5.75 - 15.00
(215.482-010)	PAYROLL CLERK	22	8.26	7.47	6.40 - 9.41	6.59	5.00 - 8.65
(074.161-010)	PHARMACIST	14	17.26	17.63	14.73 - 20.22	14.82	10.00 - 16.82
(074.387-010)	PHARMACY HELPER	3	5.13	5.00	4.50 - 5.90	NA	NA NA
(221.382-018)	PRODUCTION CLERK	4	9.48	7.06	5.62 - 15.73	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	4	13.46	12.74	12.50 - 15.14	NA	NA NA
(217.382-010)	PROOF-MACHINE OPERATOR	6	7.08	7.50	5.78 - 7.95	5.15	4.62 - 5.50
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	6	11.32	11.66	8.63 - 14.13	9.44	7.20 - 12.00
(162.157-038)	PURCHASING AGENT	42	10.47	10.25	7.98 - 12.62	9.18	4.00 - 13.86
(237.367-038)	RECEPTIONIST	82	6.67	6.78	5.17 - 7.85	5.39	3.80 - 7.46

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	11	11.34	11.00	10.50 - 12.10	10.67	10.00 - 12.00
(313.131-014)	■ RESTAURANT CHEF	65	5.70	5.50	5.00 - 6.50	5.15	3.80 - 9.23
(292.353-010)	■ ROUTE DRIVER	156	7.43	3.90	3.85 - 9.85	5.02	3.85 - 6.40
(290.477-014)	■ SALES CLERK	19	4.89	4.50	4.00 - 5.00	NA	NA NA
(290.477-018)	SALES CLERK, FOOD	56	4.90	4.62	4.25 - 5.00	4.52	4.00 - 5.32
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	219	11.16	11.54	6.17 - 12.98	8.70	4.04 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	338	6.16	5.25	4.25 - 6.94	4.57	3.50 - 8.65
(201.362-030)	SECRETARY	185	7.47	7.00	5.47 - 8.70	5.72	3.85 - 10.00
(372.667-034)●	SECURITY GUARD	61	5.67	5.15	5.00 - 6.67	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	6	5.24	4.81	4.65 - 5.72	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	33	7.15	6.82	5.77 - 8.50	5.45	3.80 - 9.80
(313.361-022)	■ SHORT-ORDER COOK	88	4.73	4.70	4.00 - 5.18	4.12	3.75 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	35	11.90	11.69	9.00 - 14.46	8.69	5.50 - 12.65
(216.382-062)	STATISTICAL CLERK	4	8.09	8.23	6.31 - 9.72	7.02	6.00 - 9.06
(202.362-014)	STENOGRAPHER	10	9.92	11.05	8.11 - 11.96	5.05	4.50 - 5.48
(222.387-058)	■ STOCK CLERK	38	6.58	5.12	4.37 - 10.55	4.73	4.50 - 5.00
(922.687-058)	STORES LABORER	38	7.82	7.00	6.00 - 9.92	6.03	4.00 - 9.50
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(869.567-010)	SURVEYOR HELPER	5	9.74	10.57	8.00 - 11.07	7.27	6.00 - 9.80
(785.261-014)	■ TAILOR	8	5.25	5.12	4.25 - 6.00	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	5	8.68	8.75	7.62 - 9.69	7.33	6.00 - 8.00
(235.662-022)	TELEPHONE OPERATOR	8	6.03	5.82	5.34 - 6.56	5.84	5.20 - 7.10
(211.362-018)	TELLER	153	5.72	5.54	5.21 - 6.00	4.93	4.00 - 5.86

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 5 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(211.132-010)	TELLER, HEAD	8	6.78	6.79	6.18 - 7.43	NA	NA NA
(915.684-010)	■ TIRE REPAIRER	14	6.64	6.50	6.00 - 7.25	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(906.683-022)	■ TRUCK DRIVER, LIGHT	35	9.40	10.00	9.50 - 10.00	6.64	4.50 - 10.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	34	7.87	8.17	6.92 - 10.00	6.65	3.09 - 10.00
(311.477-030)	■ WAITER/WAITRESS	257	3.99	3.80	3.80 - 4.17	3.84	3.35 - 4.50
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	31	13.21	13.00	13.00 - 15.54	11.29	8.00 - 13.30
(342.667-010)	WHARF ATTENDANT	5	3.83	3.85	3.80 - 3.85	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 6 Wage Information



REGION 6: Gallatin, Park, and Sweet Grass Counties

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.D.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010) ■	ACCOUNTANT	102	12.70	10.56	8.91 - 14.42	7.91	1.44 - 14.42
(216.482-010)	ACCOUNTING CLERK	67	7.61	7.25	6.25 - 8.90	5.65	4.00 - 8.75
(187.137-010) ■	ACTIVITY COORDINATOR	5	6.19	6.00	5.44 - 7.04	5.39	4.25 - 6.93
(169.167-010)	ADMINISTRATIVE ASSISTANT	16	10.92	9.45	7.55 - 12.95	6.96	5.00 - 10.00
(169.167-014)	ADMINISTRATIVE SECRETARY	12	8.42	8.51	8.04 - 8.92	6.69	5.00 - 7.88
(410.674-010)	ANIMAL CARETAKER	4	4.36	3.92	3.85 - 5.31	NA	NA NA
(159.147-010)	ANNOUNCER	5	4.40	4.00	4.00 - 5.00	NA	NA NA
(723.584-010)	APPLIANCE REPAIRER	5	8.20	8.50	7.12 - 9.12	NA	NA NA
(827.261-010) ●	APPLIANCE SERVICE REPRESENTATIVE	6	8.63	9.00	7.31 - 9.76	NA	NA NA
(001.061-010)	ARCHITECT	7	10.66	10.00	9.00 - 12.50	7.88	7.00 - 8.65
(185.167-047) ■	ASSISTANT RETAIL MANAGER	66	9.17	9.23	6.04 - 11.73	6.08	3.46 - 9.62
(189.117-010)	ASSOCIATION EXECUTIVE	9	9.47	7.93	5.50 - 13.27	6.51	4.00 - 10.00
(807.381-010)	AUTO BODY REPAIRER	14	10.54	10.18	8.87 - 11.62	NA	NA NA
(920.687-014)	BAGGER, GROCERY PACKER	17	4.80	4.00	3.80 - 4.25	3.86	3.80 - 4.00
(313.381-010)	BAKER	36	5.23	4.62	4.25 - 5.50	4.60	3.80 - 6.00
(312.474-010) ■	BARTENDER	152	5.07	5.00	4.25 - 5.50	4.48	3.80 - 7.00
(214.382-014)	BILLING CLERK	12	7.61	7.00	6.07 - 7.65	5.70	4.00 - 7.33
(210.382-014) ■	BOOKKEEPER, FULL-CHARGE; GENERAL	189	7.29	6.92	5.50 - 8.70	5.78	3.50 - 11.08
(913.463-010) ■	BUS DRIVER	169	5.92	5.50	5.50 - 5.50	5.23	5.00 - 5.50
(311.677-010)	CAFETERIA ATTENDANT	47	4.06	3.85	3.85 - 4.25	NA	NA NA
(301.687-010) ■	CARETAKER	7	5.21	5.00	5.00 - 5.00	NA	NA NA
(860.381-022)	CARPENTER	7	9.75	10.25	8.00 - 11.00	8.06	7.00 - 9.23
(211.462-014) ■	CASHIER-CHECKER	397	6.91	6.17	4.50 - 9.51	4.28	3.75 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(211.362-010)	CASHIER, GENERAL	222	4.66	4.50	4.00 - 5.00	4.13	2.50 - 5.00
(359.677-018)	■ CHILD CARE WORKER	25	4.53	4.25	3.80 - 5.32	3.75	2.89 - 4.35
(241.217-010)	■ CLAIM ADJUSTER	18	18.00	16.37	14.97 - 20.16	NA	NA NA
(241.362-010)	CLAIMS CLERK	17	8.46	7.39	6.43 - 9.62	5.41	4.00 - 6.43
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	259	4.97	4.50	4.00 - 5.35	4.92	3.50 - 20.00
(323.687-014)	CLEANER, HOUSEKEEPING	10	4.82	4.75	3.80 - 5.31	NA	NA NA
(919.687-014)	■ CLEANER, TRANSPORTATION VEHICLES	27	4.01	3.85	3.85 - 4.25	NA	NA NA
(203.362-010)	CLERK-TYPIST	64	6.08	6.00	5.48 - 6.77	4.94	3.69 - 7.48
(209.562-010)	CLERK, GENERAL	150	6.57	6.04	5.42 - 7.35	5.22	3.75 - 9.23
(213.362-010)	■ COMPUTER OPERATOR	50	7.36	7.59	5.50 - 8.41	5.76	4.00 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	14	11.50	10.97	7.83 - 14.42	9.29	4.75 - 14.42
(012.167-066)	COMPUTER SYSTEMS ANALYST	18	12.91	13.11	12.22 - 13.33	9.63	4.75 - 17.00
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	6	11.59	7.50	6.00 - 21.39	10.62	5.00 - 18.12
(186.117-014)	CONTROLLER	12	17.13	15.07	14.03 - 22.76	NA	NA NA
(315.361-010)	■ COOK, MESS	25	5.93	5.85	5.00 - 7.00	4.58	3.80 - 5.50
(160.167-018)	COST ACCOUNTANT	30	14.80	13.85	12.57 - 17.19	10.27	8.50 - 12.00
(160.267-018)	COST ESTIMATOR	5	9.55	10.00	4.50 - 14.37	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	22	4.86	4.75	4.50 - 5.31	NA	NA NA
(205.367-022)	■ CREDIT CLERK	9	8.04	7.95	7.17 - 9.30	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	34	4.75	4.75	3.80 - 5.50	4.30	3.80 - 5.00
(230.667-010)	■ DELIVERER, OUTSIDE	4	4.54	4.57	4.10 - 4.93	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	32	6.64	6.50	5.75 - 7.00	5.17	4.00 - 7.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.D.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(078.361-010)	■ DENTAL HYGIENIST	20	14.25	14.75	13.25 - 15.00	12.61	7.00 - 15.00
(142.081-010)	■ DESIGNER, FLORAL	9	5.68	5.75	4.62 - 6.50	4.51	4.00 - 5.25
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(017.261-018)	DETAILER	8	4.95	4.87	4.56 - 5.56	NA	NA NA
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	5	10.77	8.97	6.19 - 16.24	9.04	4.04 - 16.83
(184.117-010)	DIRECTOR, PUBLIC SERVICE	9	18.82	15.14	13.27 - 21.87	NA	NA NA
(001.261-010)	DRAFTER, ARCHITECTURAL	6	7.29	7.75	5.18 - 8.75	NA	NA NA
(005.061-014)	ENGINEER, CIVIL	12	9.18	6.92	6.46 - 11.26	9.85	5.54 - 15.00
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	21	20.02	18.17	14.42 - 24.12	16.48	12.12 - 25.00
(012.167-030)	ENGINEER, INDUSTRIAL	7	24.61	18.00	15.58 - 19.23	12.42	8.65 - 15.00
(007.061-014)	ENGINEER, MECHANICAL	5	14.51	15.23	11.77 - 16.89	NA	NA NA
(012.267-010)	ENGINEERING TECHNICIAN, INDUSTRIAL	5	8.36	7.50	5.00 - 12.14	5.90	5.00 - 7.21
(189.117-034)	■ EXECUTIVE OFFICER	82	23.14	23.87	17.31 - 27.25	16.42	2.77 - 57.69
(410.664-010)	FARMWORKER, LIVESTOCK	13	5.00	5.00	3.73 - 5.48	NA	NA NA
(185.137-011)	FAST FOOD ASSISTANT MANAGER	16	6.03	5.25	4.60 - 7.63	NA	NA NA
(311.472-010)	FAST-FOODS WORKER	306	4.17	4.10	3.83 - 4.31	3.79	3.35 - 4.10
(206.362-010)	FILE CLERK	25	5.13	5.00	4.20 - 5.87	4.29	3.35 - 5.25
(040.061-034)	FORESTER	22	11.41	11.00	11.00 - 15.00	NA	NA NA
(739.684-078)	FRAMER	11	6.16	6.00	5.50 - 7.00	NA	NA NA
(620.281-038)	■ FRONT END MECHANIC	5	8.18	8.25	5.87 - 10.44	NA	NA NA
(343.467-018)	GAMBLING DEALER	5	4.50	4.00	4.00 - 5.25	NA	NA NA
(600.280-022)	GENERAL MACHINIST	13	9.81	9.75	7.25 - 11.75	7.81	6.00 - 14.36
(070.101-022)	■ GENERAL PRACTITIONER	12	23.41	25.24	16.23 - 29.66	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(024.061-018)	GEOLOGIST	5	16.38	13.75	11.82 - 22.25	9.68	5.77 - 13.27
(865.381-010)	GLAZIER	7	8.52	8.88	7.00 - 10.00	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	5	7.23	8.37	5.12 - 8.77	7.12	4.50 - 8.65
(313.381-000)	■GROCERY-STORE BAKER	16	7.02	7.18	4.57 - 9.29	NA	NA NA
(406.684-014)	●■GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	20	5.70	5.42	5.00 - 6.87	4.10	3.80 - 4.50
(353.161-010)	■GUIDE, HUNTING AND FISHING	29	6.08	5.62	3.74 - 7.61	5.23	2.50 - 7.38
(332.271-018)	■HAIR STYLIST	29	5.02	4.35	4.35 - 5.03	NA	NA NA
(205.362-018)	HOSPITAL ADMISSIONS CLERK	5	6.11	6.00	5.01 - 7.27	NA	NA NA
(238.362-010)	■HOTEL (MOTEL) CLERK	56	4.53	4.25	4.00 - 5.00	4.21	3.80 - 5.00
(323.687-018)	HOUSECLEANER	38	4.20	4.00	3.80 - 4.53	3.98	3.85 - 4.10
(214.362-022)	INSURANCE CLERK	4	6.66	6.61	5.75 - 7.60	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	6	13.46	13.52	11.10 - 16.10	9.45	5.60 - 12.00
(222.387-026)	■INVENTORY CLERK	9	7.17	5.15	4.38 - 10.44	5.45	4.00 - 8.08
(382.664-010)	●■JANITOR	196	5.08	4.50	4.25 - 5.00	5.01	2.56 - 12.92
(381.137-010)	● JANITORIAL SERVICES SUPERVISOR	8	6.52	6.25	5.25 - 7.37	NA	NA NA
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	15	7.32	7.00	6.00 - 7.60	NA	NA NA
(318.687-010)	■KITCHEN HELPER	222	4.54	4.25	4.00 - 4.75	4.00	3.46 - 5.77
(029.261-010)	LABORATORY TESTER	12	11.95	12.98	10.55 - 13.76	8.42	5.00 - 13.76
(500.000-000)	■LABORER, GENERAL	56	6.35	6.50	4.25 - 7.48	5.15	3.35 - 9.23
(408.687-014)	LABORER, LANDSCAPE	32	5.45	5.25	5.00 - 6.00	NA	NA NA
(018.167-018)	LAND SURVEYOR	5	10.53	10.00	8.82 - 12.50	8.75	7.00 - 10.00
(361.684-014)	LAUNDRY WORKER	30	5.16	5.24	4.75 - 5.24	4.22	4.15 - 4.25
(110.107-010)	■LAWYER	45	18.37	16.82	14.09 - 19.36	14.44	9.23 - 18.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(201.362-010)	LEGAL SECRETARY	55	8.07	7.73	6.50 - 9.08	6.09	4.50 - 9.00
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	5	8.90	8.25	7.78 - 10.34	7.69	7.50 - 8.00
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	16	7.57	7.25	7.00 - 7.93	6.83	6.50 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	17	7.61	7.85	6.99 - 8.31	7.44	6.25 - 8.08
(186.267-018)	■ LOAN OFFICER	38	13.00	11.74	9.04 - 14.57	8.50	6.98 - 11.54
(209.587-026)	MAIL CLERK	25	6.17	5.00	4.62 - 6.18	5.17	3.85 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	15	14.76	14.50	13.50 - 14.54	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	32	7.85	7.00	6.00 - 9.38	6.72	4.62 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	47	5.16	5.00	4.40 - 5.90	4.01	3.80 - 4.25
(168.167-054)	MANAGER, CREDIT AND COLLECTION	9	10.61	9.52	8.32 - 13.19	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	8	13.08	11.98	7.16 - 18.54	8.26	4.90 - 12.00
(166.167-030)	■ MANAGER, EMPLOYMENT	53	10.43	10.38	6.42 - 12.69	8.94	2.88 - 15.00
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	9	8.09	7.69	5.32 - 11.09	NA	NA NA
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	37	14.49	13.95	10.82 - 16.11	10.15	7.50 - 12.09
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	27	13.94	13.08	11.00 - 17.21	7.76	3.46 - 10.00
(186.167-034)	MANAGER, INSURANCE OFFICE	4	22.58	23.85	16.00 - 27.89	17.35	9.23 - 23.45
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	11	6.27	6.20	4.62 - 8.39	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	23	7.77	7.85	5.77 - 10.00	5.58	2.16 - 8.65
(185.167-034)	■ MANAGER, MERCHANDISE	14	11.29	9.61	5.06 - 20.00	8.02	3.73 - 16.15
(169.167-034)	■ MANAGER, OFFICE	147	9.92	8.68	7.00 - 11.54	7.64	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	7	12.82	11.54	8.65 - 12.35	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	166	9.76	8.65	6.88 - 12.00	7.49	2.37 - 14.42
(012.167-058)	MANAGER, SAFETY	4	16.57	16.66	14.71 - 18.33	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(163.167-018)	■ MANAGER, SALES	28	10.60	8.82	8.17 - 12.01	6.89	3.66 - 11.08
(184.167-094)	MANAGER, TRAFFIC	4	11.18	11.29	9.88 - 12.37	NA	NA NA
(929.687-030)	● MATERIAL HANDLER	40	9.51	8.80	6.00 - 12.42	7.86	4.25 - 13.32
(316.684-018)	HEAT CUTTER	31	9.65	10.80	8.00 - 11.05	5.66	4.50 - 6.65
(920.587-017)	HEAT PACKAGER	20	7.40	8.81	5.28 - 8.89	NA	NA NA
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	25	6.50	6.00	5.00 - 7.50	4.56	3.75 - 6.00
(621.281-014)	MECHANIC, AIRCRAFT	18	9.86	9.50	8.50 - 10.86	NA	NA NA
(620.261-010)	●■ MECHANIC, AUTOMOBILE	175	9.78	9.50	6.70 - 13.40	6.86	3.80 - 10.00
(625.281-010)	■ MECHANIC, DIESEL	113	11.92	12.45	10.32 - 13.75	8.24	6.00 - 14.36
(638.281-014)	■ MECHANIC, MAINTENANCE	33	12.01	14.06	9.45 - 14.06	8.50	5.00 - 14.06
(625.281-034)	■ MECHANIC, SMALL-ENGINE	13	6.40	6.00	4.62 - 8.50	NA	NA NA
(079.367-010)	MEDICAL ASSISTANT	18	8.05	8.50	6.18 - 8.75	7.08	5.00 - 11.25
(078.381-010)	MEDICAL LABORATORY ASSISTANT	8	8.82	8.56	7.70 - 9.84	NA	NA NA
(245.362-010)	MEDICAL RECORD CLERK	9	6.95	5.89	5.13 - 9.03	6.10	4.70 - 8.61
(201.362-014)	MEDICAL SECRETARY	20	7.00	7.00	6.25 - 7.83	5.90	4.62 - 7.00
(078.361-014)	MEDICAL TECHNOLOGIST	18	10.69	10.37	9.40 - 11.69	8.72	6.92 - 10.00
(239.567-010)	MESSENGER	24	5.49	5.45	4.46 - 6.50	5.08	4.00 - 7.10
(249.382-010)	■ MORTGAGE CLERK	28	6.77	6.53	5.59 - 7.21	5.68	4.93 - 6.92
(203.382-022)	MORTGAGE-PROCESSING CLERK	12	6.64	6.60	5.89 - 7.30	NA	NA NA
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	5	11.29	12.00	9.48 - 12.75	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	13	6.65	6.11	5.49 - 7.85	5.37	4.04 - 6.93
(355.674-014)	NURSE AIDE/ORDERLY	78	5.06	5.00	4.55 - 5.41	4.91	4.00 - 7.10
(075.127-022)	NURSE, SUPERVISOR	16	16.22	17.20	12.95 - 19.19	12.14	10.25 - 14.73

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(170.170-000)	ONE-PERSON OFFICE WORKER	55	7.02	6.60	5.50 - 7.45	5.29	4.00 - 7.14
(859.683-010)	■ OPERATING ENGINEER	26	12.84	13.43	12.60 - 13.46	10.01	7.00 - 13.46
(186.167-050)	OPERATIONS OFFICER	8	15.98	17.31	13.21 - 18.87	NA	NA NA
(079.364-014)	OPTOMETRIC ASSISTANT	6	6.49	6.07	5.75 - 7.47	4.50	4.00 - 5.00
(249.367-054)	ORDER CLERK	32	6.88	6.55	6.00 - 7.28	5.48	4.50 - 6.92
(119.267-026)	PARALEGAL ASSISTANT	14	7.89	8.00	6.53 - 8.65	7.24	5.77 - 10.00
(215.482-010)	PAYROLL CLERK	21	8.07	7.60	6.50 - 9.25	6.31	4.00 - 8.65
(074.161-010)	PHARMACIST	15	16.37	17.20	11.54 - 20.19	13.71	7.69 - 16.82
(074.387-010)	PHARMACY HELPER	4	5.78	5.45	5.00 - 6.87	NA	NA NA
(355.354-010)	PHYSICAL THERAPY AIDE	6	5.98	5.50	4.88 - 6.56	NA	NA NA
(221.382-018)	PRODUCTION CLERK	4	9.29	7.06	5.06 - 15.73	NA	NA NA
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	11	5.83	5.75	5.25 - 6.50	4.38	3.65 - 5.50
(217.382-010)	PROOF-MACHINE OPERATOR	4	6.03	6.23	4.09 - 7.77	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	6	13.22	13.39	10.70 - 15.26	NA	NA NA
(162.157-038)	PURCHASING AGENT	49	9.71	9.63	6.71 - 11.54	8.56	4.00 - 12.35
(237.367-038)	RECEPTIONIST	103	6.53	6.17	5.50 - 7.50	5.35	3.80 - 8.65
(075.374-014)	REGISTERED NURSE, CLINIC	153	14.94	15.56	12.77 - 17.55	10.43	8.00 - 13.23
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	40	11.84	11.18	10.00 - 13.48	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	22	10.19	10.00	9.51 - 10.50	NA	NA NA
(313.131-014)	■ RESTAURANT CHEF	82	6.13	5.66	5.00 - 6.25	5.28	3.80 - 8.08
(292.353-010)	■ ROUTE DRIVER	160	7.10	3.90	3.85 - 8.60	5.00	3.80 - 9.23
(251.257-010)	■ SALES AGENT, FINANCIAL SERVICES	4	6.43	6.06	5.57 - 7.65	NA	NA NA
(250.257-010)	■ SALES AGENT, INSURANCE	12	9.58	10.22	6.48 - 11.54	5.65	4.04 - 7.90

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(250.357-018)	■ SALES AGENT, REAL ESTATE	14	20.00	16.35	11.06 - 32.05	NA	NA NA
(290.477-014)	■ SALES CLERK	15	4.90	5.00	4.25 - 5.50	NA	NA NA
(290.477-018)	SALES CLERK, FOOD	52	5.94	5.20	4.25 - 7.05	4.61	4.00 - 5.32
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	7	8.43	9.96	6.00 - 9.96	NA	NA NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	232	11.73	11.54	7.21 - 13.95	9.19	4.00 - 20.00
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	542	5.66	5.00	4.25 - 6.00	4.60	3.75 - 11.08
(279.357-062)	SALESPERSON, PARTS	17	6.13	6.15	4.50 - 7.76	NA	NA NA
(201.362-030)	SECRETARY	174	7.50	7.24	5.98 - 8.50	5.37	3.80 - 10.00
(372.667-034)	● SECURITY GUARD	135	6.29	6.00	5.10 - 8.00	4.73	2.77 - 7.43
(915.467-010)	SERVICE STATION ATTENDANT	23	4.76	4.80	4.00 - 5.50	4.19	3.80 - 5.00
(787.682-046)	■ SEWING MACHINE OPERATOR	6	5.07	4.87	4.50 - 5.73	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	48	6.61	6.37	5.50 - 8.02	4.85	3.80 - 7.35
(313.361-022)	■ SHORT-ORDER COOK	167	5.32	5.00	4.50 - 6.00	4.44	3.75 - 7.00
(979.684-030)	SILK-SCREEN PRINTER	9	5.24	4.70	4.25 - 6.37	NA	NA NA
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	33	11.16	11.57	8.92 - 12.62	9.13	7.12 - 12.13
(202.362-014)	STENOGRAPHER	8	10.49	11.96	8.12 - 11.96	5.48	5.20 - 5.77
(222.387-058)	■ STOCK CLERK	45	6.79	5.25	5.00 - 10.55	5.71	3.50 - 13.02
(922.687-058)	STORES LABORER	47	7.87	7.00	6.06 - 9.90	5.80	4.00 - 9.50
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	7	13.88	15.38	13.27 - 15.38	NA	NA NA
(899.133-010)	SUPERVISOR, LABOR GANG	8	15.20	16.92	10.02 - 19.81	NA	NA NA
(070.101-094)	■ SURGEON	7	57.49	67.79	34.62 - 67.79	NA	NA NA
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	4	7.88	8.50	6.62 - 8.50	7.00	6.00 - 8.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 6 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(869.567-010)	SURVEYOR HELPER	6	8.67	9.00	7.00 - 9.50	6.67	5.00 - 8.00
(092.227-018)	TEACHER, PRESCHOOL	15	5.55	6.00	4.25 - 6.00	5.48	3.80 - 6.41
(003.161-014)	TECHNICIAN, ELECTRONIC	12	10.39	9.91	7.50 - 13.49	9.25	4.50 - 13.50
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	5	9.86	8.00	6.65 - 14.00	7.13	4.50 - 10.00
(078.362-026)	TECHNICIAN, X-RAY	14	9.97	9.73	8.50 - 10.82	8.23	6.92 - 10.00
(235.662-022)	TELEPHONE OPERATOR	9	6.26	5.93	5.55 - 7.14	6.11	5.20 - 7.10
(211.362-018)	TELLER	140	5.71	5.54	5.20 - 6.00	4.80	4.18 - 5.37
(211.132-010)	TELLER, HEAD	7	6.82	6.66	6.27 - 7.58	NA	NA NA
(203.582-054)	TERMINAL OPERATOR	12	7.06	6.92	6.59 - 7.84	5.48	4.50 - 6.50
(665.482-018)	TIMBER-SIZER OPERATOR	27	8.32	8.30	7.85 - 8.50	6.43	6.00 - 7.00
(915.684-010)	■TIRE REPAIRER	17	6.21	6.00	5.75 - 7.00	4.60	3.80 - 5.00
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■TRUCK DRIVER, HEAVY	21	15.30	9.25	7.50 - 25.98	6.53	4.62 - 9.00
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	28	11.63	13.40	8.17 - 13.40	NA	NA NA
(906.683-022)	■TRUCK DRIVER, LIGHT	29	8.37	8.50	6.80 - 9.75	6.08	5.00 - 9.00
(904.383-010)	■TRUCK DRIVER, TRACTOR TRAILER	64	9.17	10.00	8.14 - 10.39	7.35	3.09 - 10.00
(219.367-038)	UNDERWRITING CLERK	4	6.25	6.26	6.02 - 6.44	NA	NA NA
(311.477-030)	■WAITER/WAITRESS	454	4.06	3.85	3.80 - 4.25	3.92	3.35 - 5.77
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	16	10.50	8.62	6.75 - 15.73	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 7 Wage Information



REGION 7: Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum, and Wheatland Counties

**REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	65	12.34	10.56	9.25 - 14.42	9.41	3.80 - 26.44
(216.482-010)	ACCOUNTING CLERK	50	7.78	7.51	6.50 - 8.54	5.90	4.25 - 8.00
(187.137-010)	■ ACTIVITY COORDINATOR	4	6.99	6.85	5.22 - 8.88	5.22	4.25 - 6.60
(169.167-010)	ADMINISTRATIVE ASSISTANT	5	14.24	11.59	9.35 - 20.45	NA	NA NA
(169.167-014)	ADMINISTRATIVE SECRETARY	7	8.56	8.64	8.25 - 8.68	NA	NA NA
(185.167-047)	■ ASSISTANT RETAIL MANAGER	42	10.50	11.54	6.95 - 13.44	6.49	3.80 - 9.00
(189.117-010)	ASSOCIATION EXECUTIVE	4	10.19	10.14	7.05 - 13.36	6.87	4.62 - 10.00
(807.381-010)	AUTO BODY REPAIRER	5	8.78	9.00	7.50 - 9.94	NA	NA NA
(312.474-010)	■ BARTENDER	56	5.01	5.00	4.50 - 5.43	4.52	4.00 - 5.00
(214.382-014)	BILLING CLERK	11	7.88	7.00	7.00 - 8.60	6.06	4.50 - 7.33
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	85	7.26	6.92	5.50 - 8.95	5.34	3.80 - 10.00
(913.463-010)	■ BUS DRIVER	165	5.93	5.50	5.50 - 5.50	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	290	7.40	8.25	4.75 - 9.51	4.07	3.50 - 5.00
(211.362-010)	CASHIER, GENERAL	106	4.82	4.50	4.00 - 5.01	4.21	3.80 - 5.00
(359.677-018)	■ CHILD CARE WORKER	27	3.98	3.80	3.80 - 4.25	NA	NA NA
(241.217-010)	■ CLAIM ADJUSTER	18	18.00	16.37	14.97 - 20.16	NA	NA NA
(241.362-010)	CLAIMS CLERK	17	8.49	7.39	6.43 - 9.62	5.74	5.00 - 6.43
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	5	18.21	20.65	8.85 - 26.34	11.07	5.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	61	5.14	4.50	4.00 - 5.19	5.51	3.80 - 20.00
(203.362-010)	CLERK-TYPIST	22	6.03	5.50	4.94 - 6.93	5.08	3.75 - 7.48
(209.562-010)	CLERK, GENERAL	115	6.36	6.00	5.00 - 7.10	4.92	3.50 - 6.92
(213.362-010)	■ COMPUTER OPERATOR	28	7.51	8.00	5.53 - 8.80	6.06	4.25 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	4	8.13	8.41	7.33 - 8.64	NA	NA NA

■ Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	18	12.84	12.55	11.13 - 16.37	NA	NA NA
(186.117-014)	CONTROLLER	8	19.07	17.45	14.60 - 24.50	18.32	16.88 - 20.39
(315.361-010)	■ COOK, MESS	54	4.33	4.00	3.75 - 4.38	5.03	4.25 - 6.60
(160.167-018)	COST ACCOUNTANT	25	15.05	13.85	12.92 - 17.15	10.27	8.50 - 12.00
(205.367-022)	■ CREDIT CLERK	8	7.99	8.04	7.29 - 8.71	NA	NA NA
(203.582-026)	DATA - CODER OPERATOR	4	7.83	7.90	6.14 - 9.43	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	10	5.10	5.00	4.75 - 5.50	NA	NA NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	20	8.63	9.70	6.00 - 11.00	NA	NA NA
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	9	18.82	15.14	13.27 - 21.87	NA	NA NA
(010.281-014)	DRAFTER, GEOLOGICAL	9	11.92	13.27	8.33 - 14.26	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	4	19.61	18.30	16.26 - 24.27	12.81	7.66 - 16.36
(007.167-014)	ENGINEER, PLANT	5	18.55	16.35	13.50 - 24.71	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	49	23.79	24.00	19.21 - 27.00	14.17	2.77 - 25.00
(311.472-010)	FAST-FOODS WORKER	112	3.96	3.80	3.80 - 4.07	3.84	3.80 - 4.00
(206.362-010)	FILE CLERK	10	4.89	4.69	4.00 - 5.95	4.44	3.80 - 5.00
(600.280-022)	GENERAL MACHINIST	9	8.33	8.00	7.00 - 10.00	6.33	6.00 - 7.00
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(406.684-014)	●■ GROUNDKEEPER, INDUSTRIAL-COMMERCIAL	7	5.54	5.00	5.00 - 6.50	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	6	12.55	13.14	11.10 - 14.50	9.45	5.60 - 12.00
(222.387-026)	■ INVENTORY CLERK	3	6.74	4.77	3.68 - 11.78	NA	NA NA
(382.664-010)	●■ JANITOR	112	4.54	4.25	4.25 - 4.35	5.02	3.80 - 6.25
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	6	7.20	6.90	6.63 - 7.96	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(318.687-010) ■	KITCHEN HELPER	107	4.20	4.00	4.00 - 4.30	3.71	3.25 - 4.00
(500.000-000) ■	LABORER, GENERAL	15	7.15	7.43	5.50 - 8.50	5.63	4.50 - 8.00
(361.684-014)	LAUNDRY WORKER	12	5.03	5.03	4.27 - 5.64	4.28	3.80 - 5.07
(201.362-010)	LEGAL SECRETARY	20	7.88	8.00	6.60 - 9.03	5.79	4.75 - 6.25
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	5	7.78	7.75	7.50 - 8.06	7.40	7.20 - 7.50
(821.361-026)	LINE REPAIRER	20	18.17	18.13	18.09 - 18.13	NA	NA NA
(186.267-018) ■	LOAN OFFICER	27	11.59	10.53	8.72 - 12.38	7.90	6.98 - 8.77
(209.587-026)	MAIL CLERK	9	8.28	6.70	5.49 - 11.49	5.88	4.42 - 9.00
(829.281-014) ■	MAINTENANCE ELECTRICIAN	10	14.78	14.14	11.00 - 15.62	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	18	8.55	8.80	6.75 - 10.32	6.99	5.00 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	20	4.55	4.35	4.11 - 4.50	4.06	4.00 - 4.25
(168.167-054)	MANAGER, CREDIT AND COLLECTION	7	11.10	9.61	8.40 - 15.46	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	4	17.02	17.86	10.56 - 22.61	NA	NA NA
(166.167-030) ■	MANAGER, EMPLOYMENT	26	11.55	11.18	6.17 - 16.98	10.46	4.00 - 16.83
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	35	13.97	13.46	10.82 - 16.11	9.98	7.50 - 12.09
(189.117-022) ■	MANAGER, INDUSTRIAL ORGANIZATION	17	13.75	13.08	12.20 - 16.42	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(185.167-034) ■	MANAGER, MERCHANDISE	11	11.58	10.26	5.54 - 20.77	5.61	3.73 - 8.97
(169.167-034) ■	MANAGER, OFFICE	71	11.49	9.99	7.82 - 13.08	9.26	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	6	19.95	21.20	12.14 - 26.08	NA	NA NA
(185.167-046) ■	MANAGER, RETAIL STORE	94	11.01	10.43	8.08 - 13.92	8.12	2.37 - 15.00
(163.167-018) ■	MANAGER, SALES	12	10.00	8.82	7.18 - 11.90	7.06	3.66 - 15.00
(929.687-030) ●	MATERIAL HANDLER	22	10.13	10.45	7.12 - 12.42	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(316.684-018)	HEAT CUTTER	26	9.95	10.94	9.31 - 11.09	NA	NA NA
(920.587-017)	HEAT PACKAGER	19	7.50	8.86	5.39 - 8.89	NA	NA NA
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	12	6.54	5.50	4.62 - 9.62	4.65	3.80 - 6.00
(620.261-010)	● ■ MECHANIC, AUTOMOBILE	134	9.75	9.25	6.70 - 13.42	7.00	5.00 - 9.23
(625.281-010)	■ MECHANIC, DIESEL	104	11.82	12.53	10.06 - 13.75	7.76	6.00 - 12.57
(638.281-014)	■ MECHANIC, MAINTENANCE	15	11.62	13.00	9.00 - 14.51	9.50	5.00 - 14.00
(245.362-010)	MEDICAL RECDRD CLERK	7	7.86	7.00	6.70 - 10.56	6.34	5.00 - 8.61
(201.362-014)	MEDICAL SECRETARY	11	6.31	6.61	5.50 - 6.75	5.40	4.00 - 6.45
(239.567-010)	MESSENGER	18	5.42	5.22	4.50 - 6.00	5.02	4.00 - 7.10
(638.281-018)	MILLWRIGHT	7	10.29	10.00	10.00 - 11.00	NA	NA NA
(249.382-010)	■ MORTGAGE CLERK	24	6.53	6.41	5.54 - 7.08	5.10	4.93 - 5.40
(355.674-014)	NURSE AIDE/ORDERLY	90	5.72	5.75	4.75 - 6.56	5.57	4.25 - 7.10
(075.127-022)	NURSE, SUPERVISOR	22	15.76	14.75	13.54 - 18.36	12.66	10.25 - 14.73
(170.170-000)	ONE-PERSON OFFICE WORKER	7	5.65	5.75	5.00 - 6.50	4.66	3.80 - 6.00
(249.367-054)	DRDRER CLERK	7	6.93	5.55	5.00 - 6.92	NA	NA NA
(920.587-018)	■ PACKAGER, HAND	5	8.05	8.50	6.62 - 9.25	NA	NA NA
(215.482-010)	PAYROLL CLERK	17	8.12	7.73	6.83 - 9.25	6.42	4.81 - 8.65
(074.161-010)	PHARMACIST	11	18.84	19.00	17.00 - 20.32	15.56	13.17 - 16.82
(074.387-010)	PHARMACY HELPER	3	5.42	5.37	5.00 - 5.90	NA	NA NA
(162.157-038)	PURCHASING AGENT	38	10.49	10.25	8.06 - 12.62	9.67	5.00 - 13.46
(237.367-038)	RECEPTIONIST	36	6.96	6.72	5.50 - 7.93	5.41	4.00 - 7.46
(313.131-014)	■ RESTAURANT CHEF	22	5.35	5.25	4.61 - 6.00	5.14	3.80 - 6.63
(292.353-010)	■ ROUTE DRIVER	142	7.27	3.90	3.85 - 9.00	4.55	3.85 - 5.33

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(290.477-018)	SALES CLERK, FOOD	31	5.00	4.25	4.20 - 6.75	NA	NA NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	207	11.15	11.54	6.00 - 12.98	8.47	3.85 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	245	6.41	5.50	4.25 - 7.25	4.76	3.80 - 8.65
(201.362-030)	SECRETARY	111	7.93	7.56	6.25 - 9.74	5.68	4.00 - 10.00
(372.667-034)	● SECURITY GUARD	59	5.44	5.10	5.00 - 5.29	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	7	4.83	4.50	3.85 - 5.50	3.78	3.00 - 4.50
(222.387-050)	SHIPPING AND RECEIVING CLERK	31	6.75	6.40	5.60 - 8.50	4.73	3.80 - 6.00
(313.361-022)	■ SHORT-ORDER COOK	40	5.19	5.00	4.76 - 5.93	4.43	3.80 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	29	11.76	11.69	9.25 - 13.03	9.35	7.12 - 12.13
(202.362-014)	STENOGRAPHER	11	9.38	8.33	6.95 - 11.96	5.61	5.20 - 6.16
(222.387-058)	■ STOCK CLERK	44	6.46	5.00	4.51 - 8.29	5.34	4.00 - 8.50
(922.687-058)	STORES LABORER	34	8.00	7.00	5.87 - 10.12	6.20	4.00 - 9.50
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	7	14.70	15.38	15.38 - 15.38	NA	NA NA
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	6	6.11	5.82	5.43 - 6.89	5.95	5.20 - 7.10
(211.362-018)	TELLER	122	5.71	5.56	5.17 - 6.05	4.77	4.18 - 5.37
(211.132-010)	TELLER, HEAD	7	6.77	6.66	6.17 - 7.58	NA	NA NA
(915.684-010)	■ TIRE REPAIRER	13	6.85	6.50	6.00 - 8.00	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	53	10.51	9.23	8.00 - 13.61	8.37	4.62 - 11.50
(906.683-022)	■ TRUCK DRIVER, LIGHT	17	9.06	9.50	8.08 - 9.78	6.78	5.00 - 9.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	27	7.74	8.45	6.00 - 10.00	6.52	3.09 - 10.00
(219.367-038)	UNDERWRITING CLERK	4	6.64	6.27	5.27 - 8.36	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 7 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(311.477-030) ■	WAITER/WAITRESS	110	4.05	4.00	3.80 - 4.25	3.74	3.25 - 4.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(301.687-018)	YARD WORKER	27	4.98	5.00	4.00 - 5.50	4.33	4.00 - 4.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 8 Wage Information



REGION 8: Big Horn, Carbon, Rosebud, Stillwater,
Treasure, and Yellowstone Counties

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	161	12.47	11.50	8.65 - 15.67	8.56	3.80 - 18.00
(216.482-010)	ACCOUNTING CLERK	115	7.38	6.92	6.00 - 8.14	5.68	4.00 - 8.08
(187.137-010)	■ ACTIVITY COORDINATOR	31	7.21	7.23	5.42 - 8.29	6.18	4.25 - 9.07
(169.167-010)	ADMINISTRATIVE ASSISTANT	20	11.54	9.92	7.78 - 13.70	6.56	4.04 - 9.35
(169.167-014)	ADMINISTRATIVE SECRETARY	17	7.83	8.17	6.80 - 8.91	6.58	5.75 - 7.88
(187.117-010)	ADMINISTRATOR, HOSPITAL	4	23.34	24.97	19.12 - 25.93	NA	NA NA
(195.117-010)	ADMINISTRATOR, SOCIAL WELFARE	5	13.04	10.20	8.28 - 19.21	NA	NA NA
(410.674-010)	ANIMAL CARETAKER	9	4.72	4.25	3.85 - 5.59	NA	NA NA
(001.061-010)	ARCHITECT	17	13.54	12.98	12.49 - 16.71	9.30	5.20 - 11.54
(001.061-018)	ARCHITECT, LANDSCAPE	11	12.78	13.46	10.10 - 15.38	10.05	6.54 - 14.00
(141.031-010)	ART DIRECTOR	7	13.05	12.00	10.82 - 18.18	6.76	5.77 - 8.50
(706.687-010)	■ ASSEMBLER, PRODUCTION	40	6.68	6.50	5.00 - 7.50	4.99	4.20 - 6.25
(320.137-015)	ASSISTANT LODGING DIRECTOR	4	10.18	10.41	5.17 - 14.94	NA	NA NA
(185.167-047)	■ ASSISTANT RETAIL MANAGER	79	9.77	10.00	6.29 - 11.75	5.68	2.77 - 10.27
(189.117-010)	ASSOCIATION EXECUTIVE	13	13.67	13.46	6.59 - 18.35	12.52	4.33 - 28.85
(807.381-010)	AUTO BODY REPAIRER	57	10.50	9.00	8.00 - 12.75	7.68	7.20 - 8.00
(620.261-018)	■ AUTOMOBILE-REPAIR-SERVICE ESTIMATOR	4	7.50	7.21	5.77 - 9.52	5.96	5.77 - 6.35
(920.687-014)	BAGGER, GROCERY PACKER	7	4.01	4.00	3.80 - 4.25	NA	NA NA
(313.381-010)	BAKER	24	5.54	5.00	4.37 - 6.18	4.42	3.80 - 5.25
(312.474-010)	■ BARTENDER	238	5.33	5.25	4.75 - 6.00	4.60	3.50 - 6.25
(214.382-014)	BILLING CLERK	43	7.55	7.00	6.50 - 8.35	5.69	3.80 - 8.01
(653.685-010)	BINDERY WORKER	12	8.90	8.66	6.49 - 11.91	NA	NA NA
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	317	7.44	7.00	6.00 - 8.31	6.05	3.25 - 20.19

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(913.463-010)	■ BUS DRIVER	189	5.91	5.50	5.50 - 5.53	5.79	5.00 - 7.00
(187.167-018)	BUSINESS REPRESENTATIVE, LABOR UNION	9	15.18	14.24	13.22 - 16.69	17.05	14.24 - 20.32
(660.280-010)	CABINETMAKER	31	8.44	8.25	7.70 - 9.50	5.29	4.00 - 7.00
(311.677-010)	CAFETERIA ATTENDANT	18	4.12	3.80	3.80 - 4.26	NA	NA NA
(143.062-022)	CAMERA OPERATOR	8	18.13	25.45	6.11 - 25.45	NA	NA NA
(301.687-010)	■ CARETAKER	11	4.86	5.00	4.33 - 5.00	NA	NA NA
(195.107-010)	CASEWORKER	8	6.90	7.59	5.52 - 7.77	5.57	4.40 - 7.41
(195.137-010)	CASEWORKER SUPERVISOR	7	10.49	9.79	9.03 - 11.41	8.73	8.16 - 9.03
(211.462-014)	■ CASHIER-CHECKER	357	6.94	6.25	4.50 - 9.51	4.04	3.50 - 5.00
(211.362-010)	CASHIER, GENERAL	432	4.74	4.50	4.00 - 5.00	4.24	3.67 - 6.00
(211.462-010)	CASHIER, OFFICE	9	4.97	5.50	4.00 - 5.65	NA	NA NA
(003.167-030)	CHIEF ENGINEER, BROADCASTING	4	15.28	14.85	9.92 - 21.06	NA	NA NA
(359.677-018)	■ CHILD CARE WORKER	97	4.19	4.00	3.80 - 4.35	4.02	3.80 - 4.75
(079.364-010)	CHIROPRACTOR ASSISTANT	6	5.92	6.12	5.37 - 6.31	NA	NA NA
(241.217-010)	■ CLAIM ADJUSTER	25	17.16	15.33	14.69 - 17.74	11.80	9.14 - 14.64
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	329	4.85	4.50	4.00 - 5.14	4.76	3.50 - 20.00
(919.687-014)	■ CLEANER, TRANSPORTATION VEHICLES	8	5.00	4.75	4.27 - 5.96	NA	NA NA
(203.362-010)	CLERK-TYPIST	78	6.48	6.50	5.46 - 7.33	5.25	3.75 - 7.54
(209.562-010)	CLERK, GENERAL	263	6.55	6.00	5.34 - 7.40	5.11	3.80 - 8.00
(209.387-010)	CODING CLERK	3	5.60	5.60	5.45 - 5.75	NA	NA NA
(241.367-010)	COLLECTION AGENT	13	6.29	6.25	6.25 - 6.25	NA	NA NA
(241.357-010)	■ COLLECTION CLERK	4	9.34	7.25	6.43 - 14.31	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(309.677-010)	COMPANION	8	6.13	6.00	5.00 - 6.00	5.00	5.00 - 5.00
(213.362-010)	■ COMPUTER OPERATOR	92	6.91	6.50	5.77 - 8.00	5.74	3.85 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	33	12.77	12.02	9.37 - 15.26	9.51	6.00 - 14.38
(012.167-066)	COMPUTER SYSTEMS ANALYST	27	13.71	13.14	11.96 - 14.97	11.90	5.00 - 21.64
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	6	11.79	8.12	6.00 - 21.39	NA	NA NA
(291.457-020)	CONCESSIONS VENDOR	16	4.11	3.80	3.80 - 4.23	NA	NA NA
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	12	14.66	15.50	11.50 - 17.65	NA	NA NA
(186.117-014)	CONTROLLER	21	17.28	15.62	14.16 - 22.02	12.17	5.00 - 20.39
(317.687-010)	COOK HELPER	31	4.65	4.35	4.20 - 4.98	4.38	4.05 - 5.00
(313.131-018)	COOK, HEAD, SCHOOL CAFETERIA	4	7.92	6.83	6.46 - 10.45	6.40	6.00 - 7.21
(526.381-026)	COOK, KETTLE	6	4.13	4.00	4.00 - 4.18	NA	NA NA
(315.361-010)	■ COOK, MESS	61	5.74	5.42	5.00 - 6.45	4.99	3.85 - 8.50
(131.067-014)	COPY WRITER	6	8.27	8.03	6.13 - 9.87	NA	NA NA
(160.167-018)	COST ACCOUNTANT	26	15.30	13.92	13.08 - 17.48	10.27	8.50 - 12.00
(045.107-010)	COUNSELOR, GUIDANCE	3	12.25	9.56	8.65 - 18.55	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	22	5.06	4.75	4.50 - 5.31	NA	NA NA
(191.267-014)	■ CREDIT ANALYST	4	10.11	9.00	8.16 - 13.15	NA	NA NA
(205.367-022)	■ CREDIT CLERK	19	7.60	7.88	5.91 - 8.70	5.20	4.61 - 6.25
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	3	13.65	13.94	12.87 - 14.15	NA	NA NA
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	7	11.90	12.43	8.00 - 14.38	8.95	5.48 - 14.38
(203.582-026)	DATA - CODER OPERATOR	8	6.86	6.12	5.91 - 8.81	4.50	4.00 - 5.00
(299.477-010)	DELIVERER, MERCHANDISE	30	5.15	5.00	4.68 - 5.50	4.54	3.50 - 5.00
(079.371-010)	DENTAL ASSISTANT	61	7.37	7.50	6.45 - 8.48	5.93	3.85 - 8.46

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(078.361-010)	■ DENTAL HYGIENIST	32	15.42	14.29	12.86 - 15.00	13.55	7.00 - 28.87
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	7	8.01	8.25	7.00 - 8.75	6.68	5.00 - 9.55
(072.101-010)	DENTIST	10	43.11	41.24	21.63 - 64.40	NA	NA NA
(142.081-010)	■ DESIGNER, FLORAL	10	4.89	4.87	4.50 - 5.06	NA	NA NA
(141.061-018)	DESIGNER, GRAPHIC	15	9.59	9.23	7.00 - 10.00	5.88	4.50 - 8.00
(142.061-026)	DESIGNER, INDUSTRIAL	8	12.57	13.17	5.91 - 16.46	9.39	5.00 - 14.42
(142.051-014)	DESIGNER, INTERIOR	14	6.75	5.25	5.25 - 6.62	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	34	3.89	3.80	3.80 - 4.00	NA	NA NA
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	19	10.62	10.00	7.76 - 13.00	9.99	4.23 - 16.83
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	6	8.44	7.75	7.75 - 9.81	NA	NA NA
(092.137-010)	DIRECTOR, PRESCHOOL	4	9.23	8.37	6.86 - 12.45	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	30	10.76	5.48	4.90 - 15.03	16.78	4.38 - 34.75
(001.261-010)	DRAFTER, ARCHITECTURAL	18	10.27	9.87	8.10 - 11.52	7.17	5.00 - 13.00
(005.281-010)	DRAFTER, CIVIL	11	10.45	10.00	9.25 - 12.00	8.09	6.00 - 10.00
(003.281-014)	DRAFTER, ELECTRONICS	8	8.76	8.90	7.58 - 9.90	6.00	4.50 - 7.50
(007.281-010)	DRAFTER, MECHANICAL	5	11.34	9.75	6.87 - 16.60	10.88	5.50 - 23.00
(828.251-010)	■ ELECTRONIC SALES & SERVICE TECHNICIAN	8	5.96	5.74	4.85 - 7.07	NA	NA NA
(194.262-010)	ENGINEER, AUDIO	6	8.29	7.94	4.41 - 12.39	NA	NA NA
(005.061-014)	ENGINEER, CIVIL	25	16.45	15.00	12.90 - 19.55	13.28	8.65 - 18.46
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	15	18.53	19.39	16.83 - 20.20	14.44	10.00 - 19.23
(012.167-030)	ENGINEER, INDUSTRIAL	4	19.59	18.61	14.25 - 25.90	NA	NA NA
(007.061-014)	ENGINEER, MECHANICAL	7	17.36	17.79	13.68 - 20.00	NA	NA NA
(007.167-014)	ENGINEER, PLANT	5	17.16	13.50	11.44 - 24.71	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(005.061-034)	ENGINEER, STRUCTURAL	5	20.65	19.00	17.60 - 24.52	13.30	11.54 - 16.83
(194.282-010)	ENGINEER, VIDEO	6	7.04	6.51	5.77 - 8.75	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	111	19.99	19.42	12.98 - 26.00	15.95	2.77 - 25.00
(809.381-010)	FABRICATOR-ASSEMBLER, METAL PRODUCTS	15	11.77	10.50	8.00 - 16.18	7.03	6.00 - 8.09
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	20	11.75	8.85	7.69 - 10.42	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	9	8.19	8.50	6.75 - 8.90	NA	NA NA
(410.664-010)	FARMWORKER, LIVESTOCK	4	6.19	6.20	6.03 - 6.31	5.22	3.75 - 6.15
(185.137-011)	FAST FOOD ASSISTANT MANAGER	33	5.49	5.25	4.60 - 6.20	4.70	3.90 - 5.37
(311.472-010)	FAST-FOODS WORKER	316	4.14	4.00	3.80 - 4.25	3.87	3.35 - 4.50
(189.267-010)	FIELD REPRESENTATIVE	5	10.65	10.62	9.23 - 12.07	NA	NA NA
(206.362-010)	FILE CLERK	27	5.16	5.00	4.50 - 5.90	4.65	3.80 - 5.50
(343.467-014)	FLOOR ATTENDANT	14	4.53	4.30	4.25 - 4.50	NA	NA NA
(293.157-010)	FUND RAISER	9	8.27	8.49	6.70 - 10.42	5.33	1.73 - 7.93
(780.381-018)	■ FURNITURE UPHOLSTERER	4	5.64	5.75	4.05 - 7.11	NA	NA NA
(600.280-022)	GENERAL MACHINIST	38	9.83	10.00	8.50 - 11.00	7.25	6.00 - 9.00
(070.101-022)	■ GENERAL PRACTITIONER	4	43.55	47.97	16.33 - 66.34	NA	NA NA
(024.061-018)	GEOLOGIST	6	22.54	19.00	12.90 - 30.77	8.44	5.77 - 10.00
(024.061-022)	GEOLOGIST, PETROLEUM	9	18.87	21.15	13.08 - 23.08	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	14	5.67	4.75	4.50 - 5.92	4.93	4.25 - 5.54
(313.381-000)	■ GROCERY-STORE BAKER	13	7.03	7.70	4.64 - 8.87	NA	NA NA
(406.684-014)	● ■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	64	5.28	5.00	4.31 - 5.50	4.64	3.80 - 7.00
(332.271-018)	■ HAIR STYLIST	92	5.18	5.25	4.35 - 5.25	4.70	4.00 - 6.00
(405.687-014)	HORTICULTURAL LABORER	16	5.91	5.75	5.00 - 6.87	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(205.362-018)	HOSPITAL ADMISSIONS CLERK	4	6.69	6.50	5.83 - 7.73	NA	NA - NA
(310.137-010)	HOST/HOSTESS, RESTAURANT	19	4.16	4.25	3.80 - 4.25	NA	NA - NA
(238.362-010)	■HOTEL (MOTEL) CLERK	56	4.66	4.44	4.00 - 5.23	4.00	3.35 - 4.75
(323.687-018)	HOUSECLEANER	19	4.56	4.50	4.25 - 4.50	3.71	3.25 - 4.00
(153.227-014)	INSTRUCTOR, PHYSICAL	46	5.22	4.25	3.80 - 5.50	NA	NA - NA
(153.227-018)	■INSTRUCTOR, SPORTS	62	9.97	9.00	9.00 - 10.25	4.91	2.88 - 8.00
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	8	6.44	3.97	3.84 - 7.97	NA	NA - NA
(214.362-022)	INSURANCE CLERK	6	7.24	7.25	6.63 - 7.82	NA	NA - NA
(160.167-034)	INTERNAL AUDITOR	9	12.06	12.43	10.95 - 13.81	9.06	5.60 - 12.00
(222.387-026)	■INVENTORY CLERK	62	5.62	4.76	4.00 - 7.28	5.51	4.50 - 8.45
(020.167-014)	INVESTMENT ANALYST	4	19.11	19.02	14.92 - 23.37	NA	NA - NA
(382.664-010)●■JANITOR		329	4.79	4.25	4.00 - 5.00	4.81	3.50 - 8.71
(381.137-010)●	JANITORIAL SERVICES SUPERVISOR	15	6.69	6.25	5.25 - 8.00	NA	NA - NA
(343.467-022)	KENO WRITER	9	4.00	4.00	4.00 - 4.00	NA	NA - NA
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	23	7.09	6.80	5.50 - 8.28	5.61	5.00 - 6.43
(318.687-010)	■KITCHEN HELPER	285	4.34	4.05	4.00 - 4.50	4.00	3.10 - 6.00
(029.261-010)	LABORATORY TESTER	6	9.80	11.40	6.15 - 12.20	NA	NA - NA
(500.000-000)	■LABORER, GENERAL	182	5.47	5.00	5.00 - 6.00	4.69	3.80 - 8.09
(408.687-014)	LABORER, LANDSCAPE	14	5.64	4.50	4.50 - 7.00	NA	NA - NA
(018.167-018)	LAND SURVEYOR	10	12.42	11.95	10.50 - 14.65	9.88	8.65 - 12.00
(408.161-010)	LANDSCAPE GARDENER	13	6.35	6.50	5.00 - 7.50	NA	NA - NA
(361.684-014)	LAUNDRY WORKER	66	5.06	4.75	4.23 - 5.50	4.15	3.80 - 5.00
(110.107-010)	■LAWYER	61	19.47	15.39	13.90 - 19.49	18.34	8.65 - 65.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(201.362-010)	LEGAL SECRETARY	82	8.72	8.77	6.89 - 10.05	5.76	3.95 - 8.00
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	25	8.26	7.75	7.30 - 8.96	6.77	5.77 - 7.75
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	101	8.43	8.10	7.70 - 9.07	7.34	6.50 - 8.20
(821.261-014)	LINE MAINTAINER	9	17.61	17.59	17.32 - 17.94	NA	NA NA
(821.361-026)	LINE REPAIRER	20	17.29	17.49	15.98 - 18.09	NA	NA NA
(821.131-014)	LINE SUPERVISOR	4	18.04	17.65	17.55 - 18.91	NA	NA NA
(186.267-018)	■ LOAN OFFICER	46	12.28	10.92	8.81 - 14.09	8.86	4.00 - 14.42
(209.587-026)	MAIL CLERK	16	7.25	6.08	5.27 - 10.30	5.59	4.42 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	9	15.94	14.54	13.62 - 17.58	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	69	7.11	6.75	5.60 - 8.26	5.43	2.88 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	25	5.22	4.45	4.17 - 5.82	5.25	4.00 - 7.65
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	11	11.95	11.54	9.81 - 13.50	NA	NA NA
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	7	10.47	11.08	8.65 - 12.23	7.96	6.00 - 9.23
(168.167-054)	MANAGER, CREDIT AND COLLECTION	14	10.93	9.80	8.30 - 14.77	7.91	4.62 - 12.09
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	5	16.38	16.50	11.22 - 21.48	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	102	11.46	10.99	7.65 - 14.53	9.00	4.00 - 15.00
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	13	9.03	9.23	6.97 - 10.88	7.64	5.54 - 11.54
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	48	13.71	12.31	10.38 - 16.11	9.84	5.77 - 12.09
(187.167-106)	MANAGER, FOOD SERVICE	7	7.00	5.55	4.75 - 9.49	NA	NA NA
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	35	13.94	13.08	9.23 - 17.21	9.78	8.00 - 11.54
(186.167-034)	MANAGER, INSURANCE OFFICE	4	22.92	23.85	17.02 - 27.89	NA	NA NA
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	9	7.88	7.50	6.01 - 10.16	6.10	4.20 - 9.00
(320.137-014)	■ MANAGER, LODGING FACILITIES	29	7.60	6.63	4.26 - 10.36	5.32	2.56 - 10.35

■ Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(185.167-034) ■	MANAGER, MERCHANDISE	24	10.99	10.58	7.57 - 12.33	6.75	3.73 - 11.54
(169.167-034) ■	MANAGER, OFFICE	276	11.21	9.60	7.51 - 12.70	7.85	3.69 - 23.08
(185.167-038) ■	MANAGER, PARTS	5	8.95	8.31	7.11 - 11.10	NA	NA NA
(183.117-014)	MANAGER, PLANT	13	14.64	13.25	11.71 - 16.48	NA	NA NA
(185.167-046) ■	MANAGER, RETAIL STORE	249	9.72	9.00	6.50 - 11.85	7.14	2.37 - 14.42
(163.167-018) ■	MANAGER, SALES	51	13.49	13.27	9.23 - 18.17	7.31	3.66 - 15.00
(184.167-094)	MANAGER, TRAFFIC	10	11.39	12.00	8.21 - 14.58	NA	NA NA
(050.067-014)	MARKET RESEARCH ANALYST	17	6.04	4.50	4.50 - 6.52	10.40	6.50 - 17.78
(929.687-030) ●	MATERIAL HANDLER	53	8.22	7.00	6.00 - 10.32	5.50	4.50 - 6.00
(222.684-010)	MEAT CLERK	4	5.91	5.30	3.80 - 8.62	NA	NA NA
(316.684-018)	MEAT CUTTER	31	9.62	10.94	8.00 - 11.09	5.06	4.10 - 6.65
(920.587-017)	MEAT PACKAGER	21	7.36	8.76	5.32 - 8.89	NA	NA NA
(620.684-014) ■	MECHANIC HELPER, AUTOMOBILE	46	6.70	6.00	5.00 - 7.62	5.43	3.80 - 9.00
(620.261-010) ●■	MECHANIC, AUTOMOBILE	333	9.45	9.10	6.50 - 12.50	6.66	5.00 - 11.50
(625.281-010) ■	MECHANIC, DIESEL	203	12.41	12.85	11.20 - 13.75	7.79	5.75 - 12.57
(828.281-010) ●	MECHANIC, ELECTRONICS	62	15.96	16.59	15.91 - 17.08	7.67	5.71 - 11.25
(638.281-014) ■	MECHANIC, MAINTENANCE	69	11.08	10.50	8.00 - 14.51	7.85	4.50 - 12.69
(625.281-034) ■	MECHANIC, SMALL-ENGINE	13	4.58	4.00	4.00 - 5.12	NA	NA NA
(079.367-010)	MEDICAL ASSISTANT	15	8.13	8.25	6.25 - 9.50	6.50	4.00 - 10.00
(245.362-010)	MEDICAL RECORD CLERK	14	6.92	6.10	5.73 - 7.95	6.17	4.40 - 8.61
(201.362-014)	MEDICAL SECRETARY	51	7.22	7.00	6.39 - 8.22	5.66	3.60 - 7.48
(078.361-014)	MEDICAL TECHNOLOGIST	6	10.99	11.06	10.24 - 11.62	NA	NA NA
(201.362-018) ■	MEMBERSHIP SECRETARY	8	5.12	4.62	3.17 - 6.61	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(293.357-022)	■ MEMBERSHIP SOLICITOR	6	6.11	5.05	4.68 - 6.92	NA	NA - NA
(239.567-010)	MESSENGER	42	5.39	5.45	4.31 - 6.25	4.52	3.80 - 7.10
(209.567-010)	METER READER	13	7.81	8.62	6.90 - 8.62	NA	NA - NA
(249.382-010)	■ MORTGAGE CLERK	26	6.57	6.41	5.54 - 7.16	5.43	4.93 - 6.31
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	29	13.60	12.56	10.45 - 18.69	9.17	7.85 - 11.00
(205.362-026)	NEW-ACCOUNTS CLERK	12	7.23	6.52	5.84 - 8.50	NA	NA - NA
(131.267-010)	NEWSCASTER	8	11.17	11.10	8.11 - 11.75	NA	NA - NA
(355.674-014)	NURSE AIDE/ORDERLY	430	5.34	5.10	4.75 - 5.95	4.89	3.35 - 7.10
(075.121-010)	NURSE, INSTRUCTOR	9	13.65	12.58	8.60 - 19.65	10.43	7.50 - 13.23
(075.374-018)	■ NURSE, PRIVATE DUTY	8	8.05	8.50	5.12 - 10.60	NA	NA - NA
(075.127-022)	NURSE, SUPERVISOR	21	15.55	14.60	13.17 - 18.49	11.97	9.00 - 14.73
(633.281-018)	● OFFICE MACHINE SERVICER	36	8.12	7.50	6.92 - 8.65	5.11	4.55 - 5.77
(170.170-000)	ONE-PERSON OFFICE WORKER	53	6.57	6.38	5.04 - 8.04	5.61	3.80 - 9.23
(859.683-010)	■ OPERATING ENGINEER	21	12.97	13.43	12.80 - 13.43	NA	NA - NA
(186.167-050)	OPERATIONS OFFICER	7	17.64	17.70	16.83 - 19.18	NA	NA - NA
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	12	7.96	7.50	6.62 - 9.35	5.38	4.63 - 6.00
(249.367-054)	ORDER CLERK	43	8.16	7.90	6.25 - 9.25	5.29	4.00 - 7.00
(920.587-018)	■ PACKAGER, HAND	11	6.41	8.00	3.80 - 8.00	4.53	3.35 - 6.00
(741.684-026)	PAINTER, SPRAY	25	5.23	4.50	4.00 - 5.00	NA	NA - NA
(119.267-026)	PARALEGAL ASSISTANT	26	11.35	10.81	9.07 - 14.43	8.69	4.86 - 14.36
(915.473-010)	PARKING LOT ATTENDANT	6	4.54	4.00	4.00 - 5.43	NA	NA - NA
(215.482-010)	PAYROLL CLERK	47	7.54	7.00	6.06 - 8.80	5.56	3.80 - 8.65
(074.161-010)	PHARMACIST	14	17.17	18.13	14.37 - 20.22	14.82	10.00 - 16.82

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(074.387-010)	PHARMACY HELPER	3	5.13	5.00	4.50 - 5.90	NA	NA - NA
(143.062-034)	PHOTOJOURNALIST	6	7.74	7.51	6.35 - 9.48	NA	NA - NA
(076.121-014)	PHYSICAL THERAPIST	6	22.06	22.59	14.98 - 29.00	NA	NA - NA
(355.354-010)	PHYSICAL THERAPY AIDE	8	6.18	6.12	5.04 - 6.95	5.26	4.50 - 6.00
(189.117-026)	PRESIDENT	8	13.85	11.82	5.34 - 20.76	NA	NA - NA
(976.682-014)	PRINTER OPERATOR, BLACK-AND-WHITE	12	6.98	7.25	7.03 - 7.25	NA	NA - NA
(221.382-018)	PRODUCTION CLERK	13	7.55	5.75	4.50 - 9.97	5.87	4.00 - 8.00
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	18	10.17	10.50	9.50 - 11.62	NA	NA - NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	8	10.45	9.07	6.90 - 14.50	9.12	5.25 - 18.00
(217.382-010)	PROOF-MACHINE OPERATOR	7	6.58	6.50	5.41 - 7.78	4.87	4.61 - 5.25
(045.107-022)	PSYCHOLOGIST, CLINICAL	5	16.47	11.90	11.73 - 23.50	NA	NA - NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	9	10.54	10.52	8.91 - 12.67	8.78	4.62 - 12.00
(914.682-010)	■ PUMPER	8	10.45	10.67	8.25 - 12.40	NA	NA - NA
(162.157-038)	PURCHASING AGENT	82	9.77	9.52	7.77 - 11.17	7.51	3.85 - 12.35
(976.267-010)	QUALITY-CONTROL TECHNICIAN	7	9.18	8.65	8.33 - 10.10	NA	NA - NA
(237.367-038)	RECEPTIONIST	169	6.23	6.00	5.00 - 7.14	5.16	3.75 - 8.46
(195.227-014)	RECREATION LEADER	5	5.48	5.00	4.55 - 6.65	NA	NA - NA
(075.374-014)	REGISTERED NURSE, CLINIC	156	15.32	15.56	13.54 - 17.55	10.48	7.50 - 16.00
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	92	12.63	11.84	10.75 - 12.99	10.18	9.25 - 11.90
(131.267-018)	REPORTER	7	7.34	7.66	5.77 - 8.44	NA	NA - NA
(976.361-010)	REPRODUCTION TECHNICIAN	6	5.08	5.00	3.95 - 6.05	NA	NA - NA
(313.131-014)	■ RESTAURANT CHEF	152	5.53	5.25	4.75 - 5.76	4.94	3.80 - 8.75
(292.353-010)	■ ROUTE DRIVER	267	7.00	4.50	3.90 - 8.60	5.02	3.50 - 8.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(251.257-010)	■ SALES AGENT, FINANCIAL SERVICES	6	5.83	5.73	5.69 - 5.91	5.69	5.69 - 5.69
(250.257-010)	■ SALES AGENT, INSURANCE	16	13.16	12.89	7.41 - 17.19	10.52	5.77 - 15.90
(290.477-014)	■ SALES CLERK	24	4.91	5.00	5.00 - 5.00	3.96	3.85 - 4.00
(290.477-018)	SALES CLERK, FOOD	54	5.29	4.35	4.00 - 6.76	4.23	3.80 - 5.32
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	12	9.55	9.81	4.33 - 14.42	NA	NA NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	410	10.97	10.93	6.35 - 13.46	8.57	2.50 - 24.04
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	655	6.59	5.50	4.25 - 7.50	4.64	1.15 - 9.00
(279.357-062)	SALESPERSON, PARTS	26	7.28	6.50	5.37 - 8.94	7.67	3.85 - 14.50
(201.362-030)	SECRETARY	346	7.17	6.80	5.77 - 8.08	5.47	3.46 - 10.28
(372.667-034)●	SECURITY GUARD	132	5.21	5.00	5.00 - 5.50	5.34	3.85 - 7.43
(369.677-010)	SELF-SERVE LAUNDRY/DRY CLEAN. ATTENDANT	12	3.89	3.80	3.80 - 4.25	NA	NA NA
(959.574-010)	SERVICE REPRESENTATIVE	8	15.84	11.00	11.00 - 25.45	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	47	5.41	5.13	4.00 - 6.00	4.03	3.50 - 5.50
(787.682-046)	■ SEWING MACHINE OPERATOR	11	6.44	7.00	4.85 - 7.50	NA	NA NA
(804.281-010)	SHEET METAL WORKER	20	8.53	9.25	5.00 - 10.87	NA	NA NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	122	6.82	6.50	5.00 - 8.21	5.13	3.65 - 8.90
(313.361-022)	■ SHORT-ORDER COOK	191	5.08	5.00	4.50 - 5.50	4.35	3.75 - 5.95
(869.381-026)	SIGN ERECTOR	14	10.21	10.47	5.00 - 16.18	NA	NA NA
(732.364-014)	SKI BINDING FITTER & REPAIRER	4	6.43	6.00	4.75 - 8.54	NA	NA NA
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	80	9.89	9.19	7.67 - 11.69	8.00	5.19 - 12.13
(319.474-010)	SODA DISPENSER	14	3.82	3.80	3.80 - 3.85	3.70	3.50 - 3.80
(216.382-062)	STATISTICAL CLERK	9	7.46	5.50	4.75 - 12.10	4.94	4.50 - 5.26
(202.362-014)	STENOGRAPHER	21	9.32	9.01	7.49 - 11.61	5.76	4.62 - 8.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(222.387-058)	■ STOCK CLERK	90	6.11	5.38	4.50 - 7.05	4.68	3.35 - 6.00
(922.687-058)	STORES LABORER	129	8.23	8.44	6.50 - 9.36	5.72	4.00 - 9.50
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	10	15.04	15.38	14.78 - 15.69	NA	NA NA
(899.133-010)	SUPERVISOR, LABDR GANG	11	23.46	20.77	13.06 - 37.33	NA	NA NA
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	4	12.06	12.12	9.78 - 14.28	NA	NA NA
(070.101-094)	■ SURGEON	14	41.49	41.67	39.90 - 57.69	NA	NA NA
(205.367-054)	■ SURVEY WORKER	83	6.30	6.22	5.70 - 6.22	NA	NA NA
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	7	10.55	10.45	8.50 - 12.54	8.13	7.00 - 11.00
(869.567-010)	SURVEYOR HELPER	4	7.63	7.50	6.62 - 8.75	6.17	5.00 - 7.50
(092.227-018)	TEACHER, PRESCHOOL	27	6.30	6.60	6.00 - 7.27	5.20	3.80 - 6.70
(003.161-014)	TECHNICIAN, ELECTRONIC	12	13.18	13.40	11.06 - 15.72	9.34	5.77 - 13.24
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	6	10.88	10.37	7.00 - 14.56	6.67	5.50 - 7.50
(079.374-022)	TECHNICIAN, OPERATING-ROOM	9	9.94	10.00	8.92 - 11.05	NA	NA NA
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	6	10.89	9.00	8.27 - 12.81	NA	NA NA
(078.362-026)	TECHNICIAN, X-RAY	23	12.71	12.00	8.60 - 16.00	9.62	5.60 - 13.00
(235.662-022)	TELEPHONE OPERATOR	124	9.02	11.23	5.76 - 11.23	5.01	3.80 - 7.10
(299.357-014)	TELEPHONE SOLICITOR	11	5.15	3.80	3.80 - 5.00	7.74	3.80 - 15.63
(211.362-018)	TELLER	186	5.70	5.54	5.00 - 6.07	4.74	4.00 - 5.37
(203.582-054)	TERMINAL OPERATOR	14	6.98	6.92	6.45 - 7.64	6.02	5.25 - 6.50
(750.685-014)	TIRE RECAPPER	10	7.38	6.74	5.83 - 7.91	NA	NA NA
(915.684-010)	■ TIRE REPAIRER	22	6.11	6.00	5.03 - 7.00	4.20	3.80 - 5.00
(295.357-014)	TOOL-AND-EQUIPMENT-RENTAL CLERK	25	4.95	4.25	4.00 - 4.87	4.16	3.80 - 5.00
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 8 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(252.157-010)	■ TRAVEL AGENT	8	6.43	6.64	5.22 - 7.45	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	76	10.10	10.00	8.00 - 11.54	7.90	4.50 - 16.08
(906.683-022)	■ TRUCK DRIVER, LIGHT	55	9.61	9.75	6.92 - 11.72	6.54	3.80 - 13.50
(903.683-018)	TRUCK DRIVER, TANK	16	5.94	5.15	3.80 - 8.56	NA	NA NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	116	11.02	11.54	8.06 - 14.74	6.34	3.09 - 10.00
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	5	10.60	10.39	6.88 - 14.42	NA	NA NA
(219.367-038)	UNDERWRITING CLERK	8	6.73	6.12	5.80 - 7.08	5.53	5.11 - 5.77
(723.381-014)	VACUUM CLEANER REPAIRER	5	7.33	8.48	5.32 - 8.75	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	520	3.98	3.80	3.80 - 4.00	3.87	3.10 - 5.00
(929.137-018)	WAREHOUSE SUPERVISOR (MOTOR TRANS.)	7	11.31	11.25	8.85 - 12.40	8.58	6.73 - 12.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(363.685-010)	WEARING-APPAREL PRESSER	10	4.18	4.17	4.00 - 4.35	NA	NA NA
(819.384-010)	WELDER, COMBINATION	55	9.47	8.25	7.00 - 11.35	7.25	4.00 - 12.58
(301.687-018)	YARD WORKER	13	5.58	5.50	4.75 - 6.50	4.28	3.85 - 4.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.



**REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	82	12.00	10.56	8.65 - 14.54	8.02	3.80 - 13.24
(216.482-010)	ACCOUNTING CLERK	49	8.01	7.75	6.51 - 9.08	6.04	4.00 - 8.00
(187.137-010)	■ ACTIVITY COORDINATOR	8	6.11	5.84	5.11 - 6.83	5.39	4.25 - 7.90
(169.167-010)	ADMINISTRATIVE ASSISTANT	5	15.35	15.14	9.91 - 20.89	7.71	5.15 - 9.34
(169.167-014)	ADMINISTRATIVE SECRETARY	8	8.47	8.51	8.19 - 9.03	7.23	6.31 - 7.88
(187.117-010)	ADMINISTRATOR, HOSPITAL	6	19.51	18.27	15.50 - 22.65	15.43	14.42 - 16.00
(196.263-014)	■ AIRPLANE PILOT, COMMERCIAL	8	14.61	14.80	11.68 - 17.50	NA	NA NA
(185.167-047)	■ ASSISTANT RETAIL MANAGER	52	9.59	10.62	6.01 - 11.82	5.67	3.80 - 7.87
(807.381-010)	AUTO BODY REPAIRER	8	9.53	9.25	7.54 - 12.72	NA	NA NA
(920.687-014)	BAGGER, GROCERY PACKER	20	4.19	3.87	3.85 - 4.00	3.82	3.80 - 3.85
(313.381-010)	BAKER	21	5.67	4.75	4.75 - 5.12	5.65	3.80 - 10.00
(312.474-010)	■ BARTENDER	116	5.38	5.50	5.00 - 5.94	4.53	3.80 - 5.19
(214.382-014)	BILLING CLERK	16	8.95	7.56	7.00 - 12.05	5.66	4.50 - 7.33
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	133	7.46	6.50	5.54 - 8.07	5.42	4.00 - 10.00
(913.463-010)	■ BUS DRIVER	197	5.71	5.50	5.50 - 5.75	NA	NA NA
(864.381-010)	●■ CARPET LAYER	3	6.33	6.00	5.00 - 8.00	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	336	7.00	6.75	4.50 - 9.51	4.07	3.75 - 5.00
(211.362-010)	CASHIER, GENERAL	133	4.64	4.50	4.00 - 5.00	4.01	2.96 - 5.00
(211.462-010)	CASHIER, OFFICE	6	5.43	5.50	5.10 - 5.95	NA	NA NA
(359.677-018)	■ CHILD CARE WORKER	17	4.05	4.00	3.80 - 4.12	3.87	3.80 - 4.00
(241.217-010)	■ CLAIM ADJUSTER	18	18.00	16.37	14.97 - 20.16	NA	NA NA
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	4	21.51	21.02	14.69 - 28.81	NA	NA NA
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	132	5.09	5.00	4.00 - 5.48	5.08	2.80 - 20.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(203.362-010)	CLERK-TYPIST	49	6.44	6.67	5.26 - 7.06	5.13	3.46 - 8.38
(209.562-010)	CLERK, GENERAL	162	6.23	5.88	5.00 - 6.90	4.72	2.88 - 6.92
(213.362-010)	■ COMPUTER OPERATOR	40	7.21	7.72	5.50 - 8.34	5.70	3.75 - 8.07
(020.187-010)	■ COMPUTER PROGRAMMER	10	8.37	8.58	6.31 - 10.53	6.78	4.25 - 8.00
(012.167-066)	COMPUTER SYSTEMS ANALYST	18	13.57	13.14	12.31 - 13.33	10.83	7.00 - 17.00
(186.117-014)	CONTROLLER	11	17.23	15.14	12.80 - 22.76	13.59	5.76 - 20.39
(315.361-010)	■ COOK, MESS	29	6.07	5.85	5.45 - 6.68	4.96	4.00 - 6.41
(160.167-018)	COST ACCOUNTANT	30	14.38	13.85	12.51 - 17.15	8.60	4.50 - 12.00
(205.367-022)	■ CREDIT CLERK	9	7.75	7.88	7.19 - 8.36	NA	NA NA
(299.477-010)	DELIVERER, MERCHANDISE	13	5.08	5.00	4.75 - 5.50	NA	NA NA
(079.371-010)	DENTAL ASSISTANT	8	6.42	6.75	5.72 - 7.37	4.29	4.00 - 4.86
(142.081-010)	■ DESIGNER, FLORAL	5	4.88	5.00	4.25 - 5.45	4.02	3.80 - 4.25
(142.061-026)	DESIGNER, INDUSTRIAL	6	12.94	12.96	10.32 - 15.74	NA	NA NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	11	19.11	15.14	11.54 - 27.88	19.88	8.65 - 34.75
(954.362-010)	DITCH RIDER	6	9.27	8.70	8.24 - 11.00	NA	NA NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	4	20.78	20.25	17.56 - 24.50	11.78	4.55 - 16.36
(007.167-014)	ENGINEER, PLANT	6	17.26	15.60	12.47 - 23.84	NA	NA NA
(189.117-034)	■ EXECUTIVE OFFICER	64	21.65	23.00	14.62 - 26.63	14.37	2.77 - 25.00
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	5	10.30	10.38	8.02 - 12.53	NA	NA NA
(624.281-010)	FARM EQUIPMENT MECHANIC	8	8.26	8.50	6.88 - 8.95	7.59	6.00 - 9.78
(185.137-011)	FAST FOOD ASSISTANT MANAGER	11	4.92	4.95	4.60 - 5.25	NA	NA NA
(311.472-010)	FAST-FOODS WORKER	137	3.97	3.80	3.80 - 4.00	3.76	3.35 - 4.50
(206.362-010)	FILE CLERK	17	5.04	5.00	3.92 - 6.00	4.22	3.50 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(600.280-022)	GENERAL MACHINIST	9	9.33	10.00	7.00 - 11.00	6.75	6.00 - 8.00
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	21	7.31	7.00	5.00 - 7.61	NA	NA NA
(406.137-010)	GREENSKEEPER, HEAD	4	7.36	7.31	5.00 - 9.76	NA	NA NA
(313.381-000)	■ GROCERY-STORE BAKER	14	5.97	5.14	4.00 - 8.06	NA	NA NA
(406.684-014)●■	GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	7	6.07	5.75	4.00 - 8.45	5.09	4.00 - 6.82
(205.362-018)	HOSPITAL ADMISSIONS CLERK	9	5.17	5.45	4.27 - 5.90	4.83	3.80 - 5.70
(238.362-010)	■ HOTEL (MOTEL) CLERK	23	4.68	4.50	4.40 - 5.00	NA	NA NA
(323.687-018)	HOUSECLEANER	10	4.32	4.00	4.00 - 5.02	NA	NA NA
(160.167-034)	INTERNAL AUDITOR	7	12.47	12.75	8.90 - 15.13	9.45	5.60 - 12.00
(222.387-026)	INVENTORY CLERK	17	5.32	4.25	3.95 - 5.05	5.68	3.80 - 8.00
(382.664-010)●■	JANITOR	155	5.03	4.25	4.25 - 5.21	5.29	3.80 - 7.95
(381.137-010)●	JANITORIAL SERVICES SUPERVISOR	4	7.62	7.00	5.31 - 10.54	NA	NA NA
(318.687-010)	■ KITCHEN HELPER	108	4.32	4.25	4.00 - 4.62	3.93	3.00 - 4.53
(500.000-000)	■ LABORER, GENERAL	24	8.09	7.43	5.75 - 11.00	5.71	4.43 - 8.00
(408.687-014)	LABORER, LANDSCAPE	3	8.44	9.56	5.87 - 9.89	NA	NA NA
(018.167-018)	LAND SURVEYOR	7	11.76	11.58	10.13 - 14.71	NA	NA NA
(361.684-014)	LAUNDRY WORKER	14	5.37	5.34	4.80 - 5.86	4.32	3.50 - 5.03
(201.362-010)	LEGAL SECRETARY	23	8.26	8.65	6.55 - 9.08	5.43	4.50 - 6.34
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	28	8.79	8.89	8.40 - 9.18	7.03	5.55 - 8.21
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	11	8.01	7.88	7.50 - 8.70	6.57	4.50 - 7.50
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	27	8.58	8.55	8.25 - 9.20	7.37	7.00 - 8.00
(186.267-018)	■ LOAN OFFICER	49	12.31	11.44	8.94 - 13.66	7.92	5.76 - 10.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(209.587-026)	MAIL CLERK	11	7.78	6.00	5.39 - 11.27	5.53	4.42 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	10	15.42	14.37	13.68 - 15.62	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	20	8.38	7.72	6.67 - 9.84	7.00	3.80 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	18	4.58	4.30	4.07 - 4.62	4.33	4.00 - 5.00
(163.167-010)	■ MANAGER, ADVERTISING	4	11.15	8.69	7.51 - 17.23	NA	NA NA
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	5	12.96	13.50	9.40 - 16.25	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	9	13.96	10.93	8.91 - 15.82	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	4	17.02	17.86	10.56 - 22.61	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	85	10.26	10.10	9.13 - 10.10	8.08	4.00 - 12.69
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	3	7.64	7.69	6.00 - 9.23	NA	NA NA
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	43	14.84	14.29	11.11 - 16.11	11.82	7.50 - 16.82
(162.167-010)	MANAGER, GRAIN ELEVATOR	12	14.19	13.49	10.55 - 17.90	NA	NA NA
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	20	13.18	13.08	10.97 - 15.48	7.70	3.69 - 9.23
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(186.117-046)	MANAGER, LEASING	3	10.30	11.34	8.00 - 11.56	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	8	6.85	6.49	4.33 - 10.02	7.57	3.85 - 9.62
(185.167-034)	■ MANAGER, MERCHANDISE	9	11.27	7.50	5.00 - 20.77	4.49	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	91	10.79	9.50	7.50 - 12.12	7.59	3.23 - 20.00
(185.167-038)	■ MANAGER, PARTS	4	8.17	7.84	5.73 - 10.93	NA	NA NA
(183.117-014)	MANAGER, PLANT	5	19.21	20.83	11.94 - 25.65	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	130	9.88	9.23	7.00 - 12.20	7.12	1.91 - 14.42
(012.167-058)	MANAGER, SAFETY	4	14.61	16.23	9.25 - 18.33	NA	NA NA
(163.167-018)	■ MANAGER, SALES	12	9.76	8.82	7.34 - 11.75	6.04	3.66 - 9.87

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(184.167-094)	MANAGER, TRAFFIC	8	10.40	11.04	8.03 - 12.73	7.29	5.00 - 8.65
(929.687-030) ●	MATERIAL HANDLER	22	10.23	10.45	7.46 - 12.42	NA	NA NA
(316.684-018)	HEAT CUTTER	35	9.12	10.00	6.35 - 10.95	5.61	4.50 - 9.00
(920.587-017)	HEAT PACKAGER	19	7.57	8.86	5.86 - 8.89	NA	NA NA
(620.684-014) ■	MECHANIC HELPER, AUTOMOBILE	17	6.31	5.25	4.75 - 7.32	4.76	3.80 - 6.00
(620.261-010) ●■	MECHANIC, AUTOMOBILE	177	9.63	9.52	6.56 - 13.25	6.20	3.80 - 9.23
(625.281-010) ■	MECHANIC, DIESEL	118	11.38	12.45	9.50 - 13.75	7.21	5.50 - 12.57
(828.281-010) ●	MECHANIC, ELECTRONICS	30	14.49	15.91	15.91 - 15.91	7.56	5.71 - 11.25
(638.281-014) ■	MECHANIC, MAINTENANCE	24	10.57	10.57	8.13 - 13.96	6.63	4.00 - 11.00
(079.367-010)	MEDICAL ASSISTANT	7	8.33	7.27	6.00 - 10.50	7.26	4.75 - 11.54
(078.381-010)	MEDICAL LABORATORY ASSISTANT	4	7.46	7.72	5.72 - 8.92	6.73	5.25 - 8.30
(245.362-010)	MEDICAL RECORD CLERK	15	6.32	5.55	5.10 - 6.38	5.20	3.80 - 8.61
(201.362-014)	MEDICAL SECRETARY	14	7.25	7.15	6.03 - 8.00	5.44	4.73 - 6.48
(078.361-014)	MEDICAL TECHNOLOGIST	25	11.11	10.50	9.95 - 12.87	8.64	6.30 - 11.26
(239.567-010)	MESSENGER	13	5.57	5.45	4.50 - 6.37	5.18	4.00 - 7.10
(249.382-010) ■	MORTGAGE CLERK	26	6.49	6.23	5.54 - 6.94	5.10	4.93 - 5.40
(249.167-014) ■	MOTOR VEHICLE DISPATCHER	4	11.38	12.25	9.00 - 12.87	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	14	7.28	6.11	5.62 - 8.67	5.05	5.00 - 5.14
(355.674-014)	NURSE AIDE/ORDERLY	303	5.48	5.34	5.00 - 6.00	4.94	4.00 - 7.10
(075.127-018)	NURSE, HEAD	13	15.75	18.33	13.40 - 18.33	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	21	16.15	17.24	12.61 - 19.76	12.63	8.15 - 15.43
(170.170-000)	ONE-PERSON OFFICE WORKER	14	6.36	5.87	4.25 - 7.12	5.01	3.61 - 6.50
(186.167-050)	OPERATIONS OFFICER	9	14.04	16.83	8.88 - 18.34	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(249.367-054)	ORDER CLERK	11	6.45	5.55	5.00 - 6.10	4.83	4.00 - 5.50
(215.482-010)	PAYROLL CLERK	17	8.36	7.75	7.47 - 9.25	6.19	4.50 - 8.65
(074.161-010)	PHARMACIST	20	17.07	17.68	14.75 - 19.95	12.78	6.92 - 16.82
(074.387-010)	PHARMACY HELPER	5	5.54	5.60	5.10 - 5.95	NA	NA - NA
(355.354-010)	PHYSICAL THERAPY AIDE	5	5.63	5.89	4.82 - 6.31	4.50	4.05 - 4.75
(186.117-054)	PRESIDENT, FINANCIAL INSTITUTION	4	22.05	21.92	17.10 - 27.11	NA	NA - NA
(221.382-018)	PRODUCTION CLERK	4	10.97	9.79	6.53 - 16.56	NA	NA - NA
(699.130-010)	PRODUCTION SUPERVISOR	4	21.81	20.61	18.08 - 26.72	NA	NA - NA
(217.382-010)	PROOF-MACHINE OPERATOR	7	6.69	6.92	5.25 - 7.33	4.55	4.00 - 5.77
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	4	12.37	12.67	10.12 - 14.30	NA	NA - NA
(914.682-010)	■ PUMPER	13	10.73	10.50	7.98 - 13.52	8.38	5.98 - 10.50
(162.157-038)	PURCHASING AGENT	49	10.09	10.25	7.23 - 12.07	7.73	3.80 - 12.35
(237.367-038)	RECEPTIONIST	54	6.66	6.12	5.42 - 7.85	4.96	4.00 - 7.46
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	76	12.94	12.57	12.00 - 13.60	9.68	8.15 - 10.50
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	23	11.18	10.87	10.50 - 12.05	9.87	9.00 - 10.30
(313.131-014)	■ RESTAURANT CHEF	36	5.65	5.62	5.00 - 6.00	5.11	3.80 - 9.38
(869.684-046)	ROUSTABOUT	52	8.49	8.00	8.00 - 9.00	7.33	7.00 - 7.50
(292.353-010)	■ ROUTE DRIVER	146	7.42	3.90	3.85 - 9.62	4.51	3.85 - 5.33
(250.257-010)	■ SALES AGENT, INSURANCE	17	7.74	7.21	5.50 - 8.59	5.74	4.50 - 7.21
(290.477-014)	■ SALES CLERK	18	4.53	4.00	3.95 - 5.02	3.93	3.80 - 4.00
(290.477-018)	SALES CLERK, FOOD	37	4.98	4.35	4.12 - 5.82	4.17	3.80 - 5.32
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	200	11.44	11.54	6.63 - 13.63	8.77	4.50 - 19.66
(273.353-010)	SALESPERSON, AUTOMOBILE	3	9.24	8.49	6.25 - 12.98	NA	NA - NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(279.357-054) ■	SALESPERSON, GENERAL MERCHANDISE	314	6.09	5.00	4.25 - 7.25	4.70	3.67 - 8.65
(279.357-062)	SALESPERSON, PARTS	8	7.60	8.36	6.03 - 8.91	NA	NA NA
(201.362-030)	SECRETARY	172	7.44	7.00	5.60 - 8.50	5.27	3.80 - 10.00
(372.667-034) ●	SECURITY GUARD	60	5.40	5.10	5.00 - 5.29	NA	NA NA
(915.467-010)	SERVICE STATION ATTENDANT	19	5.65	5.30	5.00 - 6.00	4.33	3.50 - 5.50
(222.387-050)	SHIPPING AND RECEIVING CLERK	35	6.65	6.40	5.50 - 8.40	4.69	3.80 - 6.00
(313.361-022) ■	SHORT-ORDER COOK	53	5.18	5.00	4.37 - 5.62	4.20	3.80 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	32	11.05	11.63	8.79 - 12.64	8.34	4.05 - 12.13
(040.061-054)	SOIL CONSERVATIONIST	9	6.31	6.50	5.25 - 7.00	5.69	4.00 - 6.57
(202.362-014)	STENOGRAPHER	12	10.33	10.17	8.63 - 11.96	NA	NA NA
(222.387-058) ■	STOCK CLERK	55	6.16	5.00	4.00 - 7.35	4.99	3.85 - 8.65
(922.687-058)	STORES LABORER	34	8.05	7.00	6.04 - 10.12	6.03	4.00 - 9.50
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	8	13.87	15.38	12.52 - 15.38	NA	NA NA
(205.367-054) ■	SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(869.567-010)	SURVEYOR HELPER	5	6.03	5.00	5.00 - 7.56	NA	NA NA
(077.121-010)	TECHNICIAN, DIETETIC	4	9.97	9.89	7.39 - 12.63	NA	NA NA
(003.161-014)	TECHNICIAN, ELECTRONIC	7	17.42	16.01	16.01 - 17.51	13.65	5.71 - 22.00
(078.362-026)	TECHNICIAN, X-RAY	13	9.30	8.09	6.73 - 11.65	6.91	6.00 - 9.40
(235.662-022)	TELEPHONE OPERATOR	16	5.24	5.22	4.15 - 5.87	5.21	2.88 - 7.10
(211.362-018)	TELLER	162	5.78	5.56	5.20 - 6.21	4.68	4.00 - 5.37
(211.132-010)	TELLER, HEAD	11	7.46	6.92	6.27 - 7.66	NA	NA NA
(203.582-054)	TERMINAL OPERATOR	9	7.24	6.92	6.70 - 7.79	NA	NA NA
(915.684-010) ■	TIRE REPAIRER	18	6.36	6.50	5.87 - 7.00	4.88	4.00 - 5.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 9 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	40	7.63	7.50	7.00 - 8.00	6.24	4.62 - 9.00
(906.683-022)	■ TRUCK DRIVER, LIGHT	22	8.68	9.50	7.20 - 9.85	6.17	4.50 - 9.00
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	68	8.17	8.32	7.75 - 9.00	6.87	3.09 - 10.00
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	5	15.59	15.00	13.87 - 17.59	NA	NA NA
(311.477-030)	■ WAITER/WAITRESS	149	4.29	3.90	3.80 - 4.73	3.96	3.80 - 5.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(810.384-014)	WELDER, ARC	3	10.90	9.50	9.00 - 14.20	NA	NA NA
(819.384-010)	WELDER, COMBINATION	13	12.23	10.89	9.25 - 16.12	8.53	5.00 - 12.58
(301.687-018)	YARD WORKER	13	5.64	5.50	4.62 - 6.75	4.27	3.80 - 4.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Region 10 Wage Information



REGION 10: Carter, Custer, Dawson, Fallon,
Powder River, Prairie, and Wibaux Counties

**REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	86	11.99	10.50	8.50 - 14.53	7.21	1.10 - 13.24
(216.482-010)	ACCOUNTING CLERK	57	7.87	7.63	6.60 - 8.70	5.71	3.80 - 8.00
(169.167-010)	ADMINISTRATIVE ASSISTANT	6	12.47	9.56	7.85 - 17.79	NA	NA NA
(185.167-047)	■ ASSISTANT RETAIL MANAGER	45	9.99	11.51	6.55 - 13.44	6.46	3.80 - 8.80
(807.381-010)	AUTO BODY REPAIRER	10	7.29	7.25	5.93 - 9.12	NA	NA NA
(313.381-010)	BAKER	16	5.63	4.67	4.25 - 6.00	4.36	3.80 - 4.79
(312.477-010)	BAR ATTENDANT	4	3.93	3.92	3.85 - 4.00	NA	NA NA
(312.474-010)	■ BARTENDER	83	4.82	5.00	4.25 - 5.00	4.61	3.46 - 5.00
(214.382-014)	BILLING CLERK	16	7.79	7.00	6.14 - 8.50	5.94	4.50 - 7.33
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	113	7.30	6.50	5.50 - 8.66	5.37	3.80 - 10.00
(913.463-010)	■ BUS DRIVER	166	5.92	5.50	5.50 - 5.50	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	294	7.47	8.25	5.00 - 9.51	4.31	3.75 - 5.80
(211.362-010)	CASHIER, GENERAL	136	4.67	4.50	4.00 - 5.00	4.04	3.35 - 5.00
(241.217-010)	■ CLAIM ADJUSTER	19	17.70	15.33	14.97 - 18.07	NA	NA NA
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	5	18.86	20.65	10.48 - 26.34	11.07	5.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	115	4.82	4.10	3.85 - 5.12	5.09	2.31 - 20.00
(203.362-010)	CLERK-TYPIST	30	6.42	6.50	5.17 - 7.63	5.07	3.75 - 7.48
(209.562-010)	CLERK, GENERAL	119	6.46	6.00	5.16 - 7.21	4.91	3.80 - 7.25
(213.362-010)	■ COMPUTER OPERATOR	29	7.51	8.00	5.96 - 8.50	5.80	3.80 - 8.07
(186.117-014)	CONTROLLER	8	18.89	16.70	14.60 - 24.50	17.82	15.38 - 20.39
(315.361-010)	■ COOK, MESS	26	5.66	5.85	5.00 - 6.09	4.66	4.25 - 5.94
(160.167-018)	COST ACCOUNTANT	26	14.68	13.85	12.60 - 17.15	9.26	5.22 - 12.00
(205.367-022)	■ CREDIT CLERK	8	7.52	7.91	5.52 - 8.48	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	8	8.60	8.05	7.18 - 8.81	NA	NA - NA
(299.477-010)	DELIVERER, MERCHANDISE	13	4.81	5.00	4.37 - 5.37	4.18	3.80 - 4.75
(079.371-010)	DENTAL ASSISTANT	11	5.93	5.50	5.35 - 6.50	NA	NA - NA
(142.061-026)	DESIGNER, INDUSTRIAL	3	13.62	15.38	8.65 - 16.83	NA	NA - NA
(184.117-010)	DIRECTOR, PUBLIC SERVICE	10	18.15	15.07	11.97 - 18.87	NA	NA - NA
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	4	20.63	19.95	17.56 - 24.36	15.71	14.42 - 16.36
(007.167-014)	ENGINEER, PLANT	5	18.21	14.65	13.50 - 24.71	NA	NA - NA
(189.117-034)	■EXECUTIVE OFFICER	65	21.55	23.00	15.30 - 26.31	14.01	2.77 - 25.00
(185.137-011)	FAST FOOD ASSISTANT MANAGER	11	5.15	4.95	4.60 - 5.25	NA	NA - NA
(311.472-010)	FAST-FOODS WORKER	139	3.93	3.80	3.80 - 4.00	3.81	3.35 - 4.00
(206.362-010)	FILE CLERK	11	5.13	4.88	4.50 - 6.08	4.51	4.00 - 5.00
(600.280-022)	GENERAL MACHINIST	8	9.00	9.75	7.00 - 10.37	6.75	6.00 - 8.00
(024.061-018)	GEOLOGIST	4	17.16	16.62	11.22 - 23.62	NA	NA - NA
(921.683-026)	GRAIN ELEVATOR OPERATOR	17	6.55	7.00	5.00 - 7.43	NA	NA - NA
(406.684-014)●■	GROUNDKEEPER, INDUSTRIAL-COMMERCIAL	4	5.06	5.00	5.00 - 5.18	NA	NA - NA
(353.161-010)	■GUIDE, HUNTING AND FISHING	5	7.86	8.65	6.00 - 9.32	NA	NA - NA
(332.271-018)	■HAIR STYLIST	27	4.79	4.35	4.35 - 4.35	NA	NA - NA
(238.362-010)	■HOTEL (MOTEL) CLERK	44	4.07	3.80	3.80 - 4.18	3.74	3.35 - 3.90
(323.687-018)	HOUSECLEANER	10	3.90	3.80	3.80 - 3.88	3.65	3.35 - 3.80
(160.167-034)	INTERNAL AUDITOR	6	11.49	12.59	7.19 - 14.50	8.53	5.60 - 12.00
(222.387-026)	■INVENTORY CLERK	6	6.93	4.72	3.80 - 12.04	4.80	3.85 - 6.15
(382.664-010)●■	JANITOR	147	4.60	4.25	4.00 - 4.95	4.68	1.73 - 9.00
(318.687-010)	■KITCHEN HELPER	101	4.22	4.10	4.00 - 4.35	3.78	3.35 - 4.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(500.000-000)	■ LABORER, GENERAL	35	6.20	6.50	5.00 - 6.50	4.37	3.65 - 5.00
(361.684-014)	LAUNDRY WORKER	23	4.66	4.50	4.00 - 5.37	4.21	3.80 - 5.12
(110.107-010)	■ LAWYER	27	15.24	14.54	11.73 - 17.96	11.69	9.23 - 15.18
(201.362-010)	LEGAL SECRETARY	23	7.81	7.80	6.55 - 9.00	5.73	4.00 - 7.50
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	8	8.04	8.25	7.96 - 8.42	NA	NA NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	9	7.97	8.48	7.63 - 8.62	7.59	7.25 - 8.00
(821.361-026)	LINE REPAIRER	28	16.63	15.62	15.62 - 18.09	NA	NA NA
(186.267-018)	■ LOAN OFFICER	33	10.79	10.53	8.71 - 12.25	8.14	6.12 - 9.84
(209.587-026)	MAIL CLERK	15	7.24	6.50	5.19 - 11.27	5.53	4.00 - 9.00
(829.281-014)	■ MAINTENANCE ELECTRICIAN	8	15.73	14.54	13.56 - 16.87	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	11	8.59	7.50	7.00 - 10.00	7.17	5.00 - 10.47
(189.167-018)	MANAGEMENT TRAINEE	19	4.50	4.20	4.00 - 4.45	3.97	3.90 - 4.00
(163.167-010)	■ MANAGER, ADVERTISING	4	13.17	12.69	7.69 - 19.11	NA	NA NA
(168.167-054)	MANAGER, CREDIT AND COLLECTION	7	11.10	9.61	8.40 - 15.46	NA	NA NA
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	4	17.02	17.86	10.56 - 22.61	NA	NA NA
(166.167-030)	■ MANAGER, EMPLOYMENT	46	11.62	10.71	6.43 - 16.91	8.82	3.76 - 15.52
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	39	12.43	12.19	10.07 - 15.58	9.16	6.00 - 12.09
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	15	14.72	13.08	13.08 - 17.21	NA	NA NA
(186.167-034)	MANAGER, INSURANCE OFFICE	3	25.50	25.21	22.49 - 28.79	NA	NA NA
(320.137-014)	■ MANAGER, LODGING FACILITIES	9	5.32	3.80	3.55 - 8.32	NA	NA NA
(185.167-034)	■ MANAGER, MERCHANDISE	9	11.97	11.53	5.00 - 20.77	4.50	3.73 - 6.00
(169.167-034)	■ MANAGER, OFFICE	103	10.76	9.63	7.50 - 12.94	8.56	4.00 - 20.00
(183.117-014)	MANAGER, PLANT	4	17.00	15.49	11.74 - 23.76	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(185.167-046)	■ MANAGER, RETAIL STORE	102	10.27	9.23	7.50 - 13.18	7.18	2.37 - 14.42
(163.167-018)	■ MANAGER, SALES	13	8.27	8.65	4.40 - 9.25	5.45	3.66 - 6.92
(184.167-094)	MANAGER, TRAFFIC	7	9.52	9.65	7.50 - 10.98	NA	NA NA
(929.687-030)	● MATERIAL HANDLER	22	10.20	10.45	7.25 - 12.42	NA	NA NA
(316.684-018)	MEAT CUTTER	23	10.32	10.94	10.00 - 11.09	NA	NA NA
(920.587-017)	MEAT PACKAGER	21	7.74	8.87	5.62 - 8.89	NA	NA NA
(620.684-014)	■ MECHANIC HELPER, AUTOMOBILE	17	6.11	5.25	4.50 - 6.62	4.81	3.80 - 6.00
(620.261-010)	●■ MECHANIC, AUTOMOBILE	149	9.77	9.73	6.70 - 13.40	7.09	4.00 - 12.50
(625.281-010)	■ MECHANIC, DIESEL	98	12.05	12.62	10.80 - 13.75	7.57	5.00 - 12.57
(638.281-014)	■ MECHANIC, MAINTENANCE	21	10.28	10.00	7.67 - 13.25	6.50	5.00 - 9.00
(079.367-010)	MEDICAL ASSISTANT	6	7.64	5.81	4.37 - 9.68	NA	NA NA
(245.362-010)	MEDICAL RECORD CLERK	10	6.40	5.67	4.37 - 7.68	5.23	3.80 - 8.61
(201.362-014)	MEDICAL SECRETARY	8	5.60	5.40	4.38 - 6.80	4.63	3.80 - 6.10
(201.362-018)	■ MEMBERSHIP SECRETARY	12	5.07	4.50	4.50 - 5.00	NA	NA NA
(239.567-010)	MESSENGER	15	5.48	5.45	4.50 - 6.50	5.05	4.00 - 7.10
(209.567-010)	METER READER	18	9.62	9.78	8.16 - 10.30	NA	NA NA
(249.382-010)	■ MORTGAGE CLERK	25	6.67	6.39	5.54 - 7.18	5.07	4.93 - 5.40
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	6	10.52	11.52	7.89 - 12.62	8.26	5.78 - 11.00
(205.362-026)	NEW-ACCOUNTS CLERK	12	6.62	6.52	5.84 - 7.49	5.46	5.00 - 6.25
(355.674-014)	NURSE AIDE/ORDERLY	84	5.14	5.00	4.55 - 5.70	5.13	4.25 - 7.10
(075.127-022)	NURSE, SUPERVISOR	14	16.95	18.23	12.07 - 20.65	NA	NA NA
(170.170-000)	ONE-PERSON OFFICE WORKER	12	5.74	5.45	4.53 - 6.86	4.73	4.00 - 6.00
(186.167-050)	OPERATIONS OFFICER	7	16.03	16.92	12.01 - 18.99	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(249.367-054)	ORDER CLERK	7	6.82	5.55	5.00 - 6.92	NA	NA - NA
(119.267-026)	PARALEGAL ASSISTANT	6	8.20	8.00	7.05 - 9.52	NA	NA - NA
(215.482-010)	PAYROLL CLERK	18	8.37	7.86	7.20 - 9.25	6.62	5.00 - 8.65
(074.161-010)	PHARMACIST	13	19.15	20.00	17.63 - 20.25	15.82	14.18 - 16.82
(074.387-010)	PHARMACY HELPER	6	5.94	5.87	5.00 - 6.86	NA	NA - NA
(355.354-010)	PHYSICAL THERAPY AIDE	4	5.53	5.05	4.76 - 6.76	5.11	4.70 - 5.85
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	5	14.57	14.39	12.67 - 16.56	NA	NA - NA
(162.157-038)	PURCHASING AGENT	38	10.71	10.25	7.98 - 12.62	8.55	4.00 - 12.35
(237.367-038)	RECEPTIONIST	47	6.63	6.14	5.20 - 7.82	5.04	3.80 - 7.46
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	54	11.93	12.10	12.09 - 12.10	NA	NA - NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	17	11.02	11.56	10.50 - 11.65	10.30	10.00 - 10.89
(313.131-014)	■ RESTAURANT CHEF	49	5.26	5.00	4.70 - 5.97	4.53	3.80 - 6.00
(292.353-010)	■ ROUTE DRIVER	151	7.04	3.90	3.85 - 8.60	4.70	3.85 - 6.00
(250.257-010)	■ SALES AGENT, INSURANCE	9	10.00	7.93	7.00 - 13.62	NA	NA - NA
(290.477-014)	■ SALES CLERK	12	2.71	3.92	0.00 - 4.07	NA	NA - NA
(290.477-018)	SALES CLERK, FOOD	31	5.05	4.25	4.00 - 6.75	NA	NA - NA
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MERCHANDISE	198	11.48	11.54	6.63 - 13.58	9.19	4.50 - 19.66
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	272	6.23	5.00	4.21 - 7.25	4.83	3.80 - 8.65
(279.357-062)	SALESPERSON, PARTS	7	6.54	6.00	5.50 - 8.08	8.17	5.00 - 14.50
(201.362-030)	SECRETARY	150	7.63	7.45	5.53 - 9.00	5.12	3.60 - 10.00
(372.667-034)●	SECURITY GUARD	57	5.46	5.15	5.00 - 5.29	NA	NA - NA
(959.574-010)	SERVICE REPRESENTATIVE	17	17.05	15.29	15.29 - 15.85	NA	NA - NA
(915.467-010)	SERVICE STATION ATTENDANT	23	5.03	5.00	5.00 - 5.00	4.81	4.25 - 5.50

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

**REGION 10 INFORMATIONAL WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(222.387-050)	SHIPPING AND RECEIVING CLERK	33	6.89	6.75	5.77 - 8.45	4.82	3.80 - 6.00
(313.361-022)	■ SHORT-ORDER COOK	25	4.69	4.75	3.97 - 5.25	4.05	3.68 - 5.00
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	30	11.13	11.63	9.00 - 12.74	8.54	5.00 - 12.13
(202.362-014)	STENOGRAPHER	10	10.19	11.91	8.17 - 11.96	NA	NA NA
(222.387-058)	■ STOCK CLERK	47	6.47	5.00	3.80 - 9.50	5.72	4.00 - 9.90
(922.687-058)	STORES LABORER	34	8.59	7.47	6.16 - 10.67	6.20	4.00 - 9.50
(205.367-054)	■ SURVEY WORKER	78	6.39	6.22	5.70 - 6.22	NA	NA NA
(003.161-014)	TECHNICIAN, ELECTRONIC	4	14.35	15.62	10.39 - 17.03	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	12	5.85	5.84	5.27 - 6.47	5.65	4.00 - 7.10
(211.362-018)	TELLER	126	5.81	5.64	5.21 - 6.18	4.87	4.00 - 5.50
(915.684-010)	■ TIRE REPAIRER	25	7.31	8.00	6.50 - 8.00	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	54	7.41	7.12	6.25 - 8.00	6.12	4.62 - 9.00
(906.683-022)	■ TRUCK DRIVER, LIGHT	20	8.56	9.50	7.18 - 9.75	6.34	5.00 - 9.00
(903.683-018)	TRUCK DRIVER, TANK	5	6.22	7.00	3.12 - 8.93	NA	NA NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	29	7.67	8.45	5.87 - 10.00	6.02	3.09 - 10.00
(311.477-030)	■ WAITER/WAITRESS	110	4.11	3.80	3.80 - 4.25	3.74	3.35 - 4.00
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(819.384-010)	WELDER, COMBINATION	25	9.27	7.50	6.00 - 13.11	NA	NA NA
(811.684-014)	WELDER, GAS	12	14.58	15.14	14.30 - 15.14	NA	NA NA
(301.687-018)	YARD WORKER	16	5.55	5.00	4.50 - 6.50	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 5.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 5.

Statewide Fringe Benefit Information



COMPANY BENEFITS/BONUSES:

	NO. OF FIRMS RESPONDING									
	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES				
	YES	PER-CENT	NO	PER-CENT	TOTAL	YES	PER-CENT	NO	PER-CENT	TOTAL
PAID HOLIDAYS?.....	3994	66.6	2003	33.4	5997	949	40.6	1391	59.4	2340
PAID SICK LEAVE?.....	3127	48.9	3269	51.1	6396	757	15.5	4131	84.5	4888
PAID MATERNITY LEAVE?.....	663	11.4	5177	88.6	5840	181	3.9	4452	96.1	4633
CREDIT UNION?.....	357	6.0	5610	94.0	5967	209	4.5	4421	95.5	4630
SHIFT PREMIUM?.....	335	5.7	5556	94.3	5891	206	4.5	4403	95.5	4609
SUGGESTION SYSTEM?.....	1423	24.1	4478	75.9	5901	955	20.7	3652	79.3	4607
PROFIT SHARING?.....	1228	20.4	4799	79.6	6027	365	7.8	4291	92.2	4656
CHRISTMAS BONUS?.....	3481	54.7	2885	45.3	6366	1995	41.0	2866	59.0	4861
EDUCATION REIMBURSEMENT?.....	1898	31.4	4146	68.6	6044	786	16.8	3889	83.2	4675
EMPLOYEE DISCOUNT?.....	2856	46.5	3284	53.5	6140	1995	41.7	2793	58.3	4788
COMMISSION ON SALES?.....	990	16.7	4924	83.3	5914	372	8.1	4229	91.9	4601
STOCK PURCHASE PLAN?.....	217	3.7	5643	96.3	5860	71	1.5	4524	98.5	4595
FLEXTIME?.....	1391	23.5	4535	76.5	5926	985	21.1	3673	78.9	4658
TRANSPORTATION ASSISTANCE? (BUS AND/OR PARKING).....	730	12.3	5225	87.7	5955	377	8.1	4268	91.9	4645
CHILD-CARE ASSISTANCE?.....	171	2.9	5710	97.1	5881	106	2.3	4518	97.7	4624

NUMBER OF WEEKS PAID VACATION:

		YEARS OF SERVICE REQUIRED											
		1/2	1	2	3	4	5	6-9	10	11-14	15	20	OVER 20
W E E K S	1	562	2929	143	38	15	33	9	5	1	4		4
	2	77	1603	1699	487	106	245	66	51	8	3	3	8
	3	29	112	78	213	101	785	420	521	66	66	13	15
	4	5	21	13	21	50	53	80	327	101	276	149	44
	5		2	5	4	3	21	10	27	24	69	95	85
	6	1	4	5	5		1	18	8	3	14	41	68
	OVER 6		1					1		1			2

(PLEASE NOTE: THE NUMBER IN EACH CELL REPRESENTS THE NUMBER OF FIRMS RESPONDING.)

HOW MANY DAYS OF PAID HOLIDAYS PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	135	89
FOUR.....	128	45
FIVE.....	293	73
SIX.....	823	191
SEVEN.....	448	98
EIGHT.....	355	70
NINE.....	181	38
TEN.....	575	118
ELEVEN	318	79
TWELVE OR MORE.....	143	25
TOTAL NO. OF FIRMS RESPONDING	3399	826
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	7.7	7.1
MEDIAN (NO. OF DAYS PER YEAR)...	7.0	7.0

HOW MANY DAYS OF SICK LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	148	66
4 TO 5.....	493	88
6 TO 7.....	425	77
8 TO 9.....	48	18
10 TO 11.....	306	37
12 TO 13.....	370	60
14 TO 15.....	54	5
16 OR OVER.....	79	16

TOTAL NO. OF FIRMS RESPONDING	1923	367
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	8.4	7.6
MEDIAN (NO. OF DAYS PER YEAR)...	6.0	6.0

HOW MANY DAYS OF MATERNITY LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN 11.....	52	9
11 TO 19.....	30	7
20 TO 29.....	19	5
30 TO 39.....	62	10
40 TO 49.....	14	2
50 TO 59.....	0	0
60 AND OVER.....	28	3

TOTAL NO. OF FIRMS RESPONDING	205	36

TOTAL COST OF COMPANY'S FRINGE BENEFIT
PACKAGE(S) IS EQUAL TO WHAT PERCENT OF
STRAIGHT TIME HOURLY WAGE DOLLAR:

PERCENT	FIRMS RESPONDING	
	NUMBER	PERCENT
0 TO 9.9.....	541	19.9
10.0 TO 19.9.....	982	36.1
20.0 TO 29.9.....	688	25.3
30.0 TO 39.9.....	334	12.3
40.0 AND MORE.....	173	6.4
TOTAL NO. OF FIRMS RESPONDING....	2718	100.0
WEIGHTED AVERAGE (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 18.8%		
MEDIAN (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 17.0%		

UNION INFORMATION:

	NO. OF FIRMS RESPONDING				
	YES	PERCENT	NO	PERCENT	TOTAL
UNION AFFILIATION?.....	242	3.1	7581	96.9	7823
WAGE RE-OPENING CLAUSE?.....	113	1.8	6085	98.2	6198
COST-OF-LIVING CLAUSE?.....	74	1.2	6124	98.8	6198

WHO PAYS THE COST OF COMPANY BENEFIT PROGRAMS?

	EMPLOYER PAID		EMPLOYEE PAID		SHARED COST	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
DENTAL INSURANCE....	734	117	473	335	462	143
EYE GLASSES.....	305	67	485	344	198	65
GROUP LIFE INSURANCE.....	1332	204	426	331	455	148
HOSPITALIZATION INSURANCE.....	1620	202	365	331	980	305
LONG-TERM DISABILITY INSURANCE.....	703	125	438	317	260	60
MAJOR MEDICAL INSURANCE.....	1603	209	367	325	1002	296
PENSION PLAN.....	1007	257	368	281	340	107
PRESCRIPTIONS.....	650	85	415	326	625	193
SHORT-TERM DISABILITY INSURANCE.....	564	114	399	301	192	46
SURGICAL BENEFITS...	928	129	330	299	687	207

(PLEASE NOTE: SOME FIRMS RESPONDED
TO MORE THAN ONE CATEGORY)

BASIS FOR WAGE AND SALARY INCREASES:

	FIRMS RESPONDING	
	NUMBER	PERCENT
MERIT REVIEW.....	1130	15.8
LENGTH OF SERVICE.....	607	8.5
COST-OF-LIVING.....	270	3.8
COMBINATION OF ABOVE.....	5152	72.0
TOTAL NO. OF FIRMS RESPONDING....	7159	100.0

FREQUENCY OF WAGE AND SALARY ADJUSTMENT:

	FIRMS RESPONDING	
	NUMBER	PERCENT
6 MONTHS.....	715	9.6
ANNUALLY.....	3604	48.6
OTHER.....	3100	41.8
TOTAL NO. OF FIRMS RESPONDING....	7419	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED
TO MORE THAN ONE CATEGORY)

BASIC WORK WEEK FOR FULL-TIME EMPLOYEES:

HOURS	FIRMS RESPONDING	
	NUMBER	PERCENT
UP TO AND INCLUDING 35.....	1248	17.4
OVER 35 BUT LESS THAN 37.5.....	386	5.4
37.5.....	197	2.7
OVER 37.5 BUT LESS THAN 40.....	441	6.1
40.....	4107	57.3
OVER 40.....	792	11.0
TOTAL NO. OF FIRMS RESPONDING....	7171	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED
TO MORE THAN ONE CATEGORY)

Appendix

- Wage Conversion Table
- Sample Wage Survey Form
- Sample Fringe Benefit Survey Form

WAGE TABLE

Wage Conversion Table

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1592.00	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28704.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28912.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29120.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29328.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	2496.00	29952.00
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44304.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

Wage Conversion Table

Sample Wage Survey Form

Inventory Clerk-222.387-026--Compiles records concerning the amount, kind, & value of merchandise, material, or stock on hand in an establishment. Prepares reports of inventory balance, prices & shortages.					Entry Level Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid			
		Number of Employees			

Stock Clerk-222.387-058--Receives, stores & issues equipment, material, supplies, merchandise, foodstuffs or tools & compiles stock records in stock-room, warehouse, etc. Maintains perpetual inventory records. Prepares purchase requisitions in accordance with instructions & maintains reports, etc.					Entry Level Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid			
		Number of Employees			

Production Clerk-221.382-018--Expedites flow of work within or between departments of manufacturing plant according to production schedule. Reviews production schedule and work orders and reschedules identical processes to eliminate duplicating machine setups.					Entry Level Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid			
		Number of Employees			

Shipping & Receiving Clerk-222.387-050--Receives, unpacks & examines incoming goods & verifies completeness of shipments against bills of lading or other records. Packs & ships outgoing merchandise & keeps records of shipments.					Entry Level Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid			
		Number of Employees			

Order Clerk-249.367-054--Processes orders for material or merchandise received by mail, telephone or personally from customer or company employee.					Entry Level Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid			
		Number of Employees			

Fringe Benefits Survey Form

Company Benefits/Bonuses		Full-Time Employees How Many Days Per Year?		Part-Time Employees How Many Days Per Year?	
		YES	NO	YES	NO
Paid Holidays? (For Example: During 1990, State employees will have 11 days, and Federal employees will have 10 days of paid holidays.)					
Paid Sick Leave?					
Paid Maternity Leave?					
Credit Union?					
Shift Premium?					
Suggestion System?					
Profit Sharing?					
Christmas Bonus?					
Educational Reimbursement?					
Employee Discounts?					
Commission on Sales?					
Stock Purchase Plan?					
Flextime?					
Transportation Assistance? (Bus and/or Parking)					
Child-Care Assistance?					

Basic work week for full-time employees (in hours):

☐ Up to and including 35 hours
☐ Over 35, but less than 37 1/2 hours
☐ 37 1/2 hours
☐ Over 37 1/2, but less than 40 hours
☐ 40 hours
☐ Over 40 hours

Which of the following are used by your firm as a basis for wage and salary increases?
☐ Merit Review
☐ Length of Service
☐ Cost of Living
☐ Combination of these

Frequency of Wage and Salary Adjustments:

☐ 6 Months
☐ Annually
☐ Other

Does your company have a union affiliation?
 Does your labor contract include a wage re-opening clause?
 Does your labor contract include a cost-of-living clause?

Paid Vacation (Check only one box per line.)

Vacation Earned	Years of Service Required											
	1/2 Year	1 Year	2 Years	3 Years	4 Years	5 Years	6-9 Years	10 Years	11-14 Years	15 Years	20 Years	Over 20 Years
1 Week												
2 Weeks												
3 Weeks												
4 Weeks												
5 Weeks												
6 Weeks												

Company Benefit Program*: The total cost of your company's fringe benefit package is equal to what percent of your straight time hour wage dollar? %

*Please include Workers' Compensation, Unemployment Insurance tax, FICA (Social Security tax), and other costs for benefits your company provides. Exclude State and Federal income tax, and FUTA tax.

	Paid by Company		Paid by Employee		Company & Employee Share Cost	
	Full-Time Employees	Part-Time Employees	Full-Time Employees	Part-Time Employees	Full-Time Employees	Part-Time Employees
Dental Insurance						
Eye Glasses						
Group Life Insurance						
Hospitalization Insurance						
Long-Term Disability Insurance						
Major Medical Insurance						
Pension Plan						
Prescriptions						
Short-Term Disability Insurance						
Surgical Benefits						

Sample Fringe Benefit Survey Form

Return in 5 days to :
Research & Analysis Bureau
Department of Labor & Industry
P.O. Box 1728
Helena, MT 59624

Official Business
Penalty for Private Use
\$300



Postage and Fees Paid
Employment Security Mail
Lab 449

3RD CLASS



1,000 copies of this publication were produced at a unit cost of \$ 4.09 per copy, for a total cost of \$ 4,090.00 – which includes \$ 2,420.00 for printing and \$ 1,670.00 for distribution.